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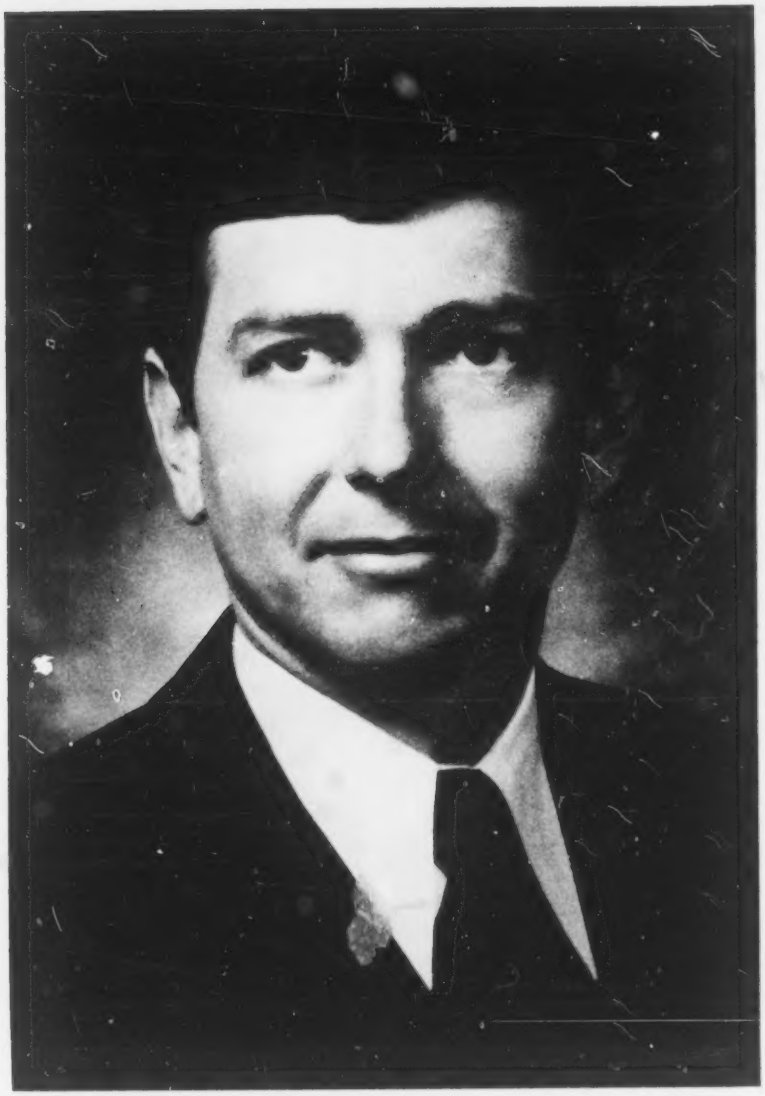
MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

FISCAL YEAR 1985

LABOR AND INDUSTRIAL RELATIONS COMMISSION
DIVISION OF LABOR STANDARDS
BOARD OF MEDIATION
DIVISION OF WORKERS' COMPENSATION
MISSOURI COMMISSION ON HUMAN RIGHTS
GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED
DIVISION OF EMPLOYMENT SECURITY
COMMISSION ON THE STATUS OF WOMEN

ANNUAL REPORT



JOHN ASHCROFT
GOVERNOR
STATE OF MISSOURI

PAULA V. SMITH
DIRECTOR
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

MISSOURI DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
JEFFERSON CITY, MISSOURI 65101
(314) 751-4091

JOHN ASHCROFT
GOVERNOR

PAULA V. SMITH
DIRECTOR

December 13, 1985

The Honorable John Ashcroft
Governor of Missouri and
The Labor and Industrial Relations Commission

Dear Governor and Commission Members:

In accordance with the Missouri Reorganization Act of 1974, I am privileged to submit to you the Eleventh Annual Report of the Department of Labor and Industrial Relations for the Fiscal Year Ending June 30, 1985.

This report should acquaint the citizens of Missouri with the various functions of this Department, and the many services it provides to the Missouri citizenry.

Respectfully submitted,

Paula V. Smith

Paula V. Smith, Director
Department of Labor and
Industrial Relations

ELEVENTH ANNUAL REPORT
FISCAL YEAR ENDING JUNE 30, 1985

Labor and Industrial Relations Commission . . . . . **1904 Missour Blvd., P.O. Box 599**
Jefferson City, Missouri 65101
314-751-2461

Hannelore D. Fischer . . . . . Commission Chairman
Robert L. Fowler . . . . . Member
William F. Ringer . . . . . Member
Mary Lou Lanza . . . . . Secretary

Department of Labor and Industrial Relations . . . . . **421 E. Dunklin, P.O. Box 59**
Jefferson City, Missouri 65104
314-751-4091

Paula V. Smith . . . . . Director

DIVISIONS OF THE DEPARTMENT

Division of Labor Standards . . . . . Sandy Bowers, Director
1001 D. Southwest Blvd., P.O. Box 449 — 314-751-3403
Jefferson City, Missouri 65102

State Board of Mediation . . . . . Mary L. Gant, Chairman
207 Adams Street — 314-751-3614
Jefferson City, Missouri 65101

Division of Workers' Compensation . . . . . Richard R. Rousselot, Director
722 Jefferson Street, P.O. Box 58 — 314-751-4231
Jefferson City, Missouri 65101

Missouri Commission on Human Rights . . . . . Alvin A. Plummer, Executive Director
Truman State Office Building — 314-751-3325
Jefferson City, Missouri 65101

Governor's Committee on Employment of the Handicapped . . . . . Richard C. Powell, Executive Secretary
1904 Missouri Blvd., P.O. Box 1668 — 314-751-2600
Jefferson City, Missouri 65101 — 1-800-392-8249
(Voice & TTY)

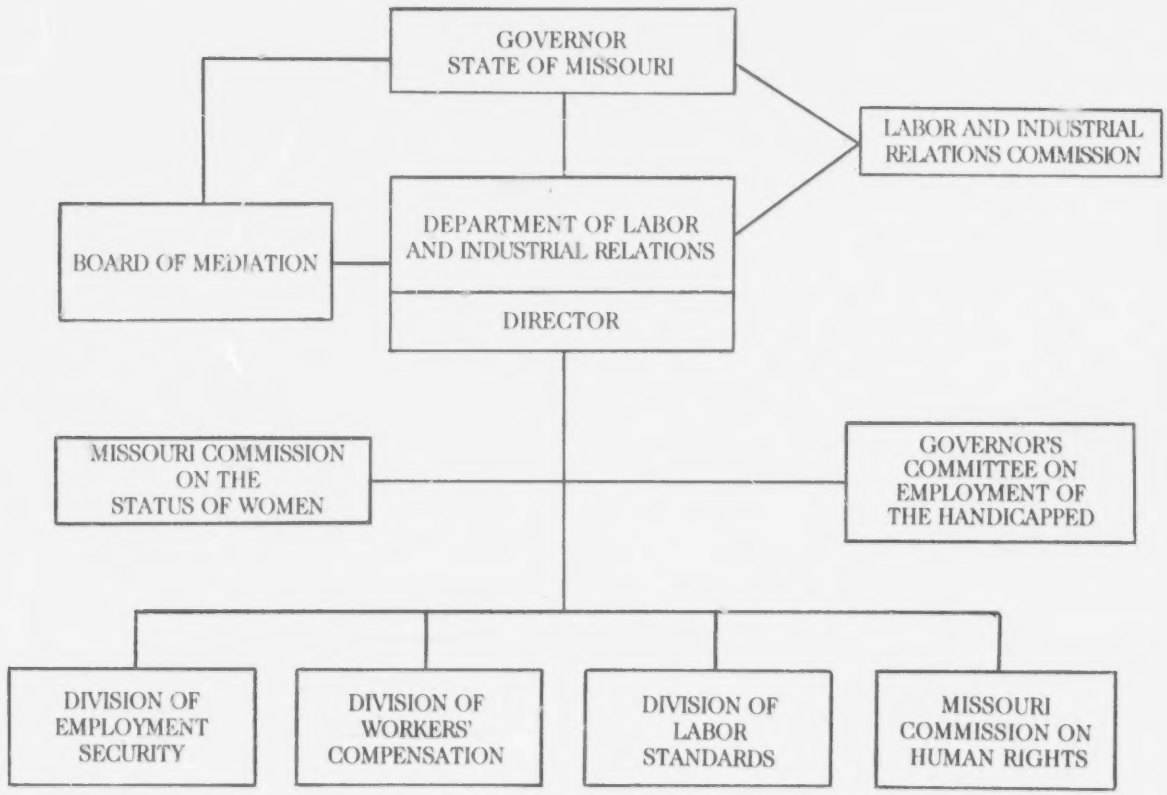
Division of Employment Security . . . . . C. Bruce Cornett, Director
421 E. Dunklin, P.O. Box 59 — 314-751-3215
Jefferson City, Missouri 65104

Missouri Commission on the Status of Women . . . . . Virginia West, Chairman
421 E. Dunklin, P.O. Box 59 — 314-751-4091
Jefferson City, Missouri 65104

CONTENTS

	Page
Department	1
Labor and Industrial Relations Commission	2
Division of Labor Standards	3
Charts and Tables	3
State Board of Mediation	8
Cases	8
Division of Workers' Compensation	13
Charts and Tables	15
Missouri Commission on Human Rights	24
Governor's Committee on Employment of the Handicapped	26
Division of Employment Security	28
Unemployment Insurance	29
Job Service	31
Charts and Tables	36
Missouri Commission on the Status of Women	43

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS


GOVERNOR
STATE OF MISSOURI
LABOR AND INDUSTRIAL RELATIONS COMMISSION
BOARD OF MEDIATION
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
DIRECTOR
MISSOURI COMMISSION ON THE STATUS OF WOMEN
GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED
DIVISION OF EMPLOYMENT SECURITY
DIVISION OF WORKERS' COMPENSATION
DIVISION OF LABOR STANDARDS
MISSOURI COMMISSION ON HUMAN RIGHTS

This eleventh Annual Report of the Department of Labor and Industrial Relations sets forth the salient activities of the eight agencies which the Department comprises.

The Department of Labor and Industrial Relations is responsible for administering programs which (1) promote job placement, (2) provide an income contribution for workers to offset the loss of a job because of injury, (3) provide an income contribution for workers to offset the loss of a job because of layoff, (4) focus on the role of women in the work force, (5) resolve matters of majority representation and appropriate bargaining units, and the first steps in collective bargaining, (6) regulate wages for certain work in public works and construction and for women, (7) assist in employment of the handicapped, and (8) enforces Missouris' anti-discriminatory statutes.

Individual economic stability and advancement is the primary goal of the department. Underlying the economic stability goal is the need to be responsive and fair to both employees and employers. The three-member Labor and Industrial Relations Commission serves as an appeals body, and makes decisions from appeals by interested parties concerning monetary awards arising out of the unemployment insurance and workers' compensation programs, and from determinations on the prevailing hourly rates of wages on public works and highway contracts.

The Unempoyment Insurance Program, a unit of the Division of Employment Security, began in 1937, and a second unit, the state employment service (now Job Service) was first established in 1899 by the General Assembly and in 1933 was affiliated with the United States Employment Service. The Division of Workers' Compensation was formed in 1926, and the Division of Labor Standards has functioned under various titles since 1879. The Board of Mediation administers a law enacted in 1947; the Commission on Human Rights was created in 1957; and the Commission on the Status of Women became statutory in 1967. The Committee on Employment of the Handicapped became statutory in September 1977. The administration of the Crime Victims Law through the Division of Workers' Compensation began January 1, 1983.

LABOR AND INDUSTRIAL RELATIONS COMMISSION

Pursuant to the Omnibus State Reorganization Act of 1974, Revised Statutes of Missouri (1978 Supp.), Section 8.1 provides:

"There is hereby created a 'Department of Labor and Industrial Relations' to be headed by a labor and industrial relations commission as provided by section 49, article IV, constitution of Missouri. All the powers, duties and functions of the industrial commission are transferred by type I transfer to the labor and industrial relations commission and the industrial commission is abolished. The commission shall nominate and the governor shall appoint, by and with the advice and consent of the senate, the director of the department to be the chief administrative officer of the department."

The Labor and Industrial Relations Commission (hereinafter called "commission") is composed of three members appointed by the Governor by and with the advice and consent of the Senate. One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the State of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member, on account of his previous vocation, employment, affiliation or interests, shall be classified as a representative of the employee. A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Under the transfer of delegated legislative authority, the commission shall appoint a secretary who shall serve at the pleasure of the commission. The secretary shall be a citizen and a qualified voter of this state and shall have had at least five years' experience in business or public administration or office management. The secretary keeps full and true records of all proceedings of the commission and copies of all rules, regulations, decisions and orders made by the commission and is responsible to it for the safe custody and preservation of such records and documents. Under the direction of the commission, the secretary shall have general charge of its office, superintend its clerical business, and perform such other duties as the commission may prescribe.

DUTIES

In addition to the responsibility of the overall supervison and control of the department, which has for the most part been delegated by the commission to the director of the department for administrative purposes, the commission entertains in one form or another all appeals from all decisions and awards in workers' compensation, unemployment compensation and prevailing wage cases at the highest administrative level. In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

The appellate workload carried out by the commission in fiscal years 1984 and 1985 is shown in the accompanying charts.

APPEALS TO THE LABOR AND INDUSTRIAL RELATIONS COMMISSION

Employment Security Appeals

	1985	1984
Employee Benefit Appeals	3,598	4,372
Employer Contribution Appeals	125	100
Benefit Decisions Issued	383	*4,528
Benefit Orders Issued	3,311	3,668
Contribution Decisions Issued	11	10
Contribution Orders Issued	128	79
Hearings and Oral Argument	9	5
Appeals to Circuit Court	119	115
Benefit Cases Pending June 30	671	718

*Incl. 3,743 decisions per Court Order on TWA Labor Dispute.

Workers' Compensation Cases

	1985	1984
Application for Review of Award of Administrative Law Judge	196	206
Application for Modification of Award of Administrative Law Judge	52	59
Applications for Approval of Settlements	20	31
Awards Issued	95	144
Orders Issued	121	164
Hearings, Oral Arguments and Evidence	47	64
Appeals to Circuit or Appellate Courts	43	54
Applications for Review on Hand June 30	34	38
Applications for Modifications Pending June 30	13	16
Cases Pending for Review June 30	42	11
Cases Pending for Oral Arguments June 30	49	31

DIVISION OF LABOR STANDARDS

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the divisions of Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the division is the director who reports directly to the Director of the Department of Labor and Industrial Relations.

The director, with administrative support personnel, performs the business and accounting for all receipts and expeditures of all funds allocated to the division, collection of fees, issuance of theatrical booking agency licenses, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operating sections. The operating sections are the Inspection Section and the Prevailing Wage Section.

The Inspection Section consists of two parts: (1) mine inspection, and (2) on-site consultation and inspection.

The Prevailing Wage Section is responsible for enforcement of what is known as "The Prevailing Wage Law" which provides that no less than the prevailing hourly wages for work of a similiar character in the locality in which the work is performed shall be paid to all workers employed by or on behalf of any public body engaged in public work.

INSPECTION SECTION

Among the duties assigned the Inspection Section are: (1) Enforcement of the provisions of the State Child Labor Laws, Chapter 294, RSMo 1978; (2) Investigation of all accidents serious enough to require physical rehabilitation, and recommendations of safety equipment and procedures to the employers of the injured employees, Section 291.140, RSMo 1978; (3) Inspection and licensing of theatrical booking agencies, Chapter 289, RSMo, 1978; (4) Wages, hours and dismissal rights, Chapter 290, RSMo, 1978; (5) Inspection of Missouri Mines and Caves, Chapter 293, RSMo, 1978.

Indicated are the number of inspections and investigations conducted during Fiscal Year 1985:

Child Labor Inspections	5,038
Serious Accident Investigations	83

MISSOURI MINERAL PRODUCTION FISCAL YEAR 1985

Kind of Mine	Tons Produced FY 1984	Tons Produced FY 1985
CLAY	729,138	810,323
COAL	5,752,206	6,634,174
COPPER	13,146	19,030
IRON	1,420,395	1,104,638
LEAD	566,982	406,917
ZINC	122,640	86,736
GRANITE (Felsite)	324,242	303,119
SHALE	875,515	909,142
SILICA SAND	655,667	669,883

Concentrates-Lead-Zinc-Copper-Pellets-Iron

CLAY

Clay production in Missouri showed an increase of 81,185 tons compared to FY 1984.

LEADING CLAY PRODUCERS FOR FY 1985

Lowe's Southern Clay Co.	159,377
River Cement Co.	157,632
A.P. Green Refractories	137,263
Mantle Mining Co.	55,243

Operators	Tonnage	Fatal Accidents
A.D.Willis & Son Co.	42	0
Allied Chemical Co.	50,116	0
Alsey Refractories Co.	16,359	0
A.P. Green Co.	137,263	0
Arthur Dillon Co.	2,827	0
Deeker Mining Co.	30,285	0
Dillon Clay Mining Co.	37,475	0
Elton Hensley Mining Co.	5,902	0
Forest Johnson Clay Co.	31,887	0
Harbison-Walker Refractories Co.	31,658	0
Joe Gilliam Mining Co.	10,796	0
Kasten Clay Products	18,973	0
Langenberg Mining Co.	20,863	0
Lowe's Southern Clay	159,377	0
Mantle Mining Co.	55,243	0
River Cement Co.	157,632	0
Southern Clay, Inc.	43,625	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1976	1,343,916
1977	1,201,373
1978	1,158,215
1979	1,133,541
1980	1,326,280
1981	887,639
1982	816,118
1983	653,058
1984	729,138
1985	810,323

COAL

Coal production in FY 1985 showed an increase of 881,968 tons compared to FY 1984.

LEADING COAL PRODUCERS FOR FISCAL YEAR 1985

Associated Electric Corp., Inc.	1,901,551
N.E.M.O. Coal Co.	1,046,287
P & M Coal Co. (Midway Mine)	969,827

DIVISION OF LABOR STANDARDS

Operators	Tonnage	Fatal Accidents
Associated Electric Corp., Inc.	1,901,551	0
Bill's Coal Co.	486,276	0
Burbridge Coal Co.	111,385	0
Central West Coal Co.	186,612	0
Howard County Coal Co.	70,300	0
Missouri Leasing & Investment Co.	36,279	0
Missouri Mining Co.	20,098	0
N.E.M.O. Coal Co.	1,046,287	0
Peabody Coal Co. (Power Mine)	698,218	0
Pittsburg & Midway Coal Co. (Empire Mine)	520,538	0
Pittsburg & Midway Coal Co. (Midway Mine)	969,827	0
Universal Coal & Energy Co.	312,914	0
Wyoming Fuel Co.	118,198	0
Yates Energy & Development Co.	148,056	0
Moniteau Valley Mine, Inc.	7,635	0

10 YEAR PRODUCTION RECORD

Year	Tons
1976	5,985,794
1977	6,647,358
1978	5,511,794
1979	6,850,223
1980	5,904,795
1981	4,623,130
1982	5,471,155
1983	5,460,848
1984	5,752,206
1985	6,634,174

PRODUCTION BY COUNTY

County	Tons	Fatal Accidents
Barton	520,538	0
Bates	969,827	0
Cooper	36,279	0
Henry	698,218	0
Howard	390,849	0
Monroe	118,198	0
Putnam	20,098	0
Ralls	111,385	0
Randolph	3,095,894	0
Vernon	672,888	0

IRON

Iron showed a decrease of 315,757 tons for FY 1985 compared to FY 1984.

Operators	Tonnage	Fatal Accidents
Pea Ridge Iron Ore Co.	1,104,638	0

10 YEAR PRODUCTION RECORD

Year	Tons
1976	2,472,244
1977	2,104,448
1978	1,359,836
1979	338,563
1980	1,570,013
1981	1,554,612
1982	1,553,513
1983	618,178
1984	1,420,395
1985	1,104,638

LEAD — ZINC — COPPER

(Concentrates)

Lead production in Missouri for FY 1985 showed a decrease of 160,065 tons compared to FY 1984. Zinc showed a decrease of 35,904 tons compared to FY 1984. Copper showed an increase of 5,884 tons compared to FY 1984.

Operators	Lead	Zinc	Copper	Fatal Accidents
St. Joe Minerals Corp.	146,073	20,161	15,488	0
Cominco American, Inc.	105,141	32,217	3,542	1
Amax Lead Co.	155,703	34,358		0

10 YEAR PRODUCTION RECORD

Year	Lead Tons	Zinc Tons	Copper Tons
1976	710,889	153,809	19,284
1977	702,539	187,184	33,462
1978	702,673	123,828	21,620
1979	709,412	126,745	29,241
1980	768,690	129,855	30,315
1981	611,639	114,512	19,302
1982	656,645	118,041	13,448
1983	622,015	118,871	11,458
1984	566,982	122,640	13,146
1985	406,917	86,736	19,030

SILICA SAND

The FY 1985 production of Silica Sand showed an increase of 14,216 tons compared to FY 1984.

DIVISION OF LABOR STANDARDS

Operators	Tonnage	Fatal Accidents
Master Bros. Silica Sand	39,261	0
Pennsylvania Glass Sand Co.	307,087	0
River Cement Co.	96,451	0
Unimin Corp.	227,084	0

10 YEAR PRODUCTION RECORD

Year	Tons
1976	945,877
1977	1,018,972
1978	1,327,453
1979	1,098,011
1980	1,127,920
1981	1,112,040
1982	1,083,175
1983	758,606
1984	655,667
1985	669,883

SHALE

Shale production for FY 1985 showed an increase of 33,627 tons compared to FY 1984.

Operators	Tonnage	Fatal Accidents
Buildex, Inc.	110,933	0
Ceramo Company	10,155	0
Continental Cement Co.	118,626	0
Dundee Cement Co.	609,774	0
Midland Brick & Tile Co.	59,654	0

10 YEAR PRODUCTION RECORD

Year	Tons
1976	1,118,503
1977	1,219,402
1978	1,348,952
1979	1,415,073
1980	1,186,667
1981	1,024,042
1982	916,582
1983	819,200
1984	875,515
1985	909,142

GRANITE

Operators	Tonnage	Fatal Accidents
G.A.F. Corp.	302,343	0
Missouri Red Quarries, Inc.	776	0

FATAL ACCIDENTS IN MISSOURI MINES

Only one (1) fatal accident occurred in Missouri Mines during FY 85.

CAVES

An Act of the 63rd General Assembly authorized and directed inspection of all Caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths, all electrical and other safety measures in and around any such Caves before they may be opened to the public and to file complete and true map plans of such Caves.

It shall be the duty of the Inspection Section to inspect such Caves at least once a year. The annual inspection fee will be thirty-five dollars ($35.00).

County	Name of Cave	Address
Barry	Crystal Caverns	Cassville, MO
Camden	Ozark Caverns	Osage Beach, MO
	Bridal Cave	Camdenton, MO
Carter	Cave Spring Onyx Caverns	Van Buren, MO
Crawford	Onondago Cave	Leasburg, MO
Franklin	Fisher's Cave	Sullivan, MO
	Meramac Caverns	Stanton, MO
Greene	Crystal Cave	Springfield, MO
	Fantastic Caverns	Springfield, MO
Marion	Cameron Cave	Hannibal, MO
	Mark Twain Cave	Hannibal, MO
McDonald	Ozark Wonder Cave	Noel, MO
	Bluff Dweller's Cave	Noel, MO
	Truitts Cave	Lanagan, MO
Miller	Indian Burial Cave	Osage Beach, MO
	Fantasy World Cavern	Osage Beach, MO
Morgan	Jacob's Cave	Versailles, MO
Shannon	Round Springs Cave	Round Springs, MO
	Devils Well Cave	Van Buren, MO

DIVISION OF LABOR STANDARDS

County	Name of Cave	Address
St. Francois	Bonne Terre Cave	Bonne Terre, MO
Stone	Talking Rock Cave	Silver Dollar City, MO
	Marvel Cave	Silver Dollar City, MO
Wayne	Rebel Cave	Silva, MO

Mine Safety Training Section

The Mine Safety Training Section of the Missouri Division of Labor Standards continued its program of assistance in developing and promoting Federal/State coordination and cooperation in improving the health and safety conditions in Missouri's mines, consistent with the intent of the Federal Mine Safety and Health Act of 1977. This law affects all owners and/or operators in surface and underground mines.

The Mine Safety Training Section is composed of three instructors and one secretary. New Miner, Annual Refresher, First Aid and Mine Rescue classes are held throughout the State. During the period July 1, 1984 to June 30, 1985, training was provided for 3,695 miners.

SERVICES

In addition to teaching these courses, the State Mine Safety Training Section provides a variety of other services to the mining industry. We will, upon request, discuss and interpret the Federal (MSHA) training laws for individual companies. When mining operations lack sufficient company safety rules and regulations, assistance is provided to the companies in writing adequate ones. Some of the smaller mining companies request the Mine Safety Training Section to conduct safety meetings. All this is free of charge and is furnished upon request of the mining companies.

The Missouri Division of Labor Standards, Mine Safety Training Section believes one of its major assets is its availability to the State's mining industry. Mine operators in the State of Missouri have been apprised of the availability of safety training.

Missouri Safety and Health Consultation Service

The Missouri Legislature created the Missouri Safety and Health Consultation Service effective July 1, 1979. This service is funded 90 percent by the Federal government and 10 percent by the State Government. The objective of this service is to provide professional expertise to the Missouri business community in the area of safety and health in the workplace at no cost to the employer in order to reduce costly accidents and illnesses.

This is strictly a confidential consultative activity with no fines or penalties.

The service is available to all businesses in the State only upon their request. The place of business cannot be visited without the invitation of the owner or duly authorized representative. This program is found in all fifty States and was mandated by the United States Congress. During the period July 1, 1984 to June 30, 1985, we received 275 requests for assistance, and performed 313 visits to the Missouri business community. In these 313 visits, we found 4,087 hazards and have made recommendations to the employers as to the most expedient and least expensive method of eliminating these hazards. These visits have provided a safer and more hazard dree place of employment for approximately 19,137 employees.

UPON REQUEST

In addition to hazard identification and correction, this service now offers training and education for employers and employees in all safety and health matters. Each training visit is tailored to the needs and wishes of that particular business.

Exemptions from OSHA Enforcement Inspections are now given for a one year period to businesses who eliminate all safety and health hazards and establish and maintain an effective safety and health program.

PREVAILING WAGE SECTION

The Prevailing Wage Section was established for the purpose of administering and enforcing those Missouri statutes pertinent to the Prevailing Wage Law. The specific issues which lie with the responsibility of the prevailing Wage Section include conducting wage surveys, wage inspections, issuing wage determinations, and publishing the Annual Wage Order. Additionally, this section is responsible for providing that information required by the Labor and Industrial Relations Commission for support of wage determination or wage orders and resolution of any objections against same.

Prevailing Wage surveys are conducted periodically each year to establish the governing wage rates for laborers, mechanics and other workers employed in the construction of public works. In addition, on-site inspections are performed to assure compliance with the prevailing wage scales. During the past two fiscal years, these inspections included:

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DIVISION OF LABOR STANDARDS

FISCAL YEAR 1985	
Total Determinations	2,824
Payrolls Inspected	2,043
Public Bodies Contacted	1,328
Violations	106
Wages and Penalties Collected	$307,569.79
Workers (Back Wages)	629

FISCAL YEAR 1984	
Total Determinations	2,698
Payroll Inspected	2,083
Public Bodies Contacted	1,496
Violations	70
Wages and Penalties Collected	$139,194.73
Workers (Back Wages)	316

PREVAILING WAGE SECTION
NUMBER OF WAGE DETERMINATIONS

STATE BOARD OF MEDIATION

The State Board of Mediation is a quasi-judicial board and was created by an act of the General Assembly in 1947 through the enactment of Chapter 295. It is a tripartite board consisting of two members whom shall be employers of labor, or selected from an association representing employers of labor, and two members whom shall be individuals holding membership in some bona fide trade or labor union; the fifth member shall be a person who is neither an employee nor an employer of labor and who shall be Chairman of the State Board of Mediation. Three members, one employer member, one employee member and the neutral chairman constitute a quorum for conducting business.

The original statute was passed to create a Board to mediate labor disputes occurring in public utilities. The purpose of such mediation was to aid the utility employer and its union employees in their collective bargaining negotiations, when necessary, so that labor disputes in public utilities could be peacefully settled, without strikes or lockouts. If the Board's own direct efforts failed to settle the dispute, the Board was authorized to appoint a public hearing panel of three members to hear the dispute and to make a report and recommendations to the parties for settling the dispute. Recommendations, however, were not binding. Provisions of Section 295.180 were held to be in conflict with federal law (King Thompson) and, to that extent, invalid under the Supremacy clause of the U.S. Constitution, Division 1287 of Amalgamated Association of St. Elec.Ry. and Motor Coal Emp. of America vs. State of Missouri (1963) 83.

Effective October 13, 1967, the Board's powers were expanded by the legislature to cover resolution of issues of appropriateness of bargaining units and majority representative status amongst public employees. Under Sections 105.500 - 105.530, the state statute provides that public employers shall "meet and confer" for the purpose of discussing salaries and other conditions of employment. This is the primary function of the Board of Mediation.

The jurisdiction of the Board encompasses the entire state of Missouri and all its political subdivisions, 115 counties, all city and town municipalities, all school districts, special districts and departments of state government. All employees of the aforementioned governmental units, except police, deputy sheriffs, Missouri State Highway Patrol, Missouri National Guard and teachers have the right to join and form labor organizations. It is the responsibility of the Board to insure that all parties have a fair hearing in regard to an approrpiate bargaining unit and that the majority representative status be resolved by just standards. Upon completion of the hearings, Findings of Fact and Conclusions of Law, a Decision is reached by the Board, after which time a secret-ballot election is conducted. The tally is then completed and the results certified.

Nothing contained in Sections 105.500 - 105.530 shall be construed as granting a right to employees covered by this law to strike. There are no provisions mandated under this chapter for dispute resolution.

LITIGATION: FY 1985

Case No. & Title	Disposition
City of Cabool vs. State Board of Mediation Supreme Court No. 66270 (Public Case No. 77-029)	Decision: 4-30-85 Supervisory question, Board upheld.
Jackson County, Missouri vs. State Board of Mediation Supreme Court No. 66273 (Public Case No. 74-090)	Decision: 5-29-85 — Corrections officers not police, Board upheld.
MNEA vs. State Board of Mediation and Belton School District Supreme Court No. 66634 (Public Case No. 81-015)	Case pending.
C. Bruce Cornett, et al. vs. Service Employees International Union, Southwestern Joint Council No. 29 Cole County Circuit Court No. CV184-1235CC (Public Case No. 84-111)	Dismissed: 6-5-85 Failure to join Board as necessary Party.
Barrett Toan, Director, Department of Social Services, et al. vs. Communication Workers of America Cole County Circuit Court No. CV184-885CC (Public Case No. 83-012)	Dismissed: 11-20-84 Untimely filed.
Robert Baer, et al. vs. Civilian Personnel Division, St. Louis Police Officers Association, et al. Cole County Circuit Court No. CV185-467CC (Public Case No. 84-116)	Dismissed: 7-30-85 Failure to join Board as necessary party.
Lee Roy Black, et al. vs. Mo. State Council 72 AFSCME and Municipal Employees Local 1810, AFL-CIO Cole County Circuit Court No. CV184-1148CC (Public Case No. 83-002)	Dismissed: 4-2-85. Failure to join Board as necessary party.

STATE BOARD OF MEDIATION

ELECTIONS: FY 1985

Case No.	Case Title	Election Results
83-002	Missouri State Council 72, AFSCME, Local 1810 vs. Department of Corrections & Human Resources	Union Representation
83-012	Communication Workers of America, AFL-CIO vs. Department of Social Services	Union Representation
84-111	Service Employees International Union, Southwestern Joint Council No. 29 vs. Department of Labor & Industrial Relations, Division of Employment Security	Union Representation
84-115	Shirley Wall, Marie Walker, Robert McIntyre, Hazel Hardin & Charles Bieser vs. County of Jefferson	No Representation
84-116	Civilian Personnel Department, St. Louis Police Officers Association vs. City of St. Louis, Board of Police Commissioners	Association Representation
84-117	Roy Smith vs. St. Louis County Special School District	Union Representation
84-118	Teamsters Local 574 vs. St. Francois County Highway Department	Union Representation
85-005	Local 2665, International Association of Firefighters, AFL-CIO vs. Creve Coeur Fire Protection District	Union Representation
85-006	Local 96, Service Employees International Union, AFL-CIO vs. Housing Authority of Kansas City, Missouri	Union Representation
85-008	Institutional & Public Employees Local 410, AFSCME vs. Metropolitan St. Louis Sewer District	Union Representation
85-009	Local 2945, International Association of Firefighters, AFL-CIO, CLC vs. City of Fulton	Union Representation
85-010	International Brotherhood of Electrical Workers, Local 53 vs. Independence Power & Light	Union Representation
85-012	St. Louis Teachers Association MNEA/NEA vs. St. Louis Board of Education	Union Representation
85-014	Service Employees International Union, Local 50 vs. Hazelwood School District	Union Representation

TOTAL ELECTIONS: 14

PRE-ELECTIONS: FY 1985

Case No.	Case Title	Date
83-002	Missouri State Council 72, AFSCME, Local 1810 vs. Department of Corrections & Human Resources	8-21-84
84-111	Service Employees International Union, Southwestern Joint Council No. 29 vs. Department of Labor & Industrial Relations, Division of Employment Security	9-20-84
84-116	Civilian Personnel Department, St. Louis Police Officers Association vs. City of St. Louis, Board of Police Commissioners	2-26-85
84-117	Roy Smith vs. St. Louis County Special School District	8-29-84

STATE BOARD OF MEDIATION

84-118	Teamsters, Local 574 vs. St. Francois County Highway Department	8-28-84
85-005	Local 2665, International Association of Firefighters, AFL-CIO vs. Creve Coeur Fire Protection District	11-20-84
85-006	Local 96, Service Employees International Union, AFL-CIO vs. Housing Authority of Kansas City	11-15-84
85-008	Institutional & Public Employees Local 410, AFSCME vs. Metropolitan St. Louis Sewer District	1-17-85
85-009	Local 2945, International Association of Firefighters, AFL-CIO, CLC vs. City of Fulton	3-19-85
85-010	International Brotherhood of Electrical Workers, Local 53 vs. Independence Power & Light	2-5-85
85-012	St. Louis Teachers Association MNEA/NEA vs. St. Louis Board of Education	6-3-85
85-014	Service Employees International Union, Local 50 vs. Hazelwood School District	5-24-85

TOTAL PRE-ELECTIONS: 12

PRELIMINARY CONFERENCES: FY 1985

Case No.	Case Title	Date
84-117	Roy Smith vs. St. Louis County Special School District	8-15-84
84-118	Teamsters, Local 574 vs. St. Francois County Highway Department	8-14-84
85-002	Service Employees International Union, Local 50 AFL-CIO vs. City of St. Louis	9-5-84 11-26-84
85-004	Missouri State Council 72 AFSCME vs. Department of Social Services, Mt. Vernon Chest Hospital	10-2-84
85-005	Local 2665, International Association of Firefighters vs. Creve Coeur Fire Protection District	10-17-84
85-006	Local 96, Service Employees International Union, AFL-CIO vs. Housing Authority of Kansas City, Missouri	10-25-84
85-007	Midwest Joint Board, AFL-CIO, Hospital & Service Workers Division, affiliated with AFSCME vs. City of St. Louis, Convention Center	11-26-84
85-008	Institutional & Public Employees, Local 410, AFSCME vs. Metropolitan St. Louis Sewer District	12-3-84
85-009	Local 2945, International Association of Firefighters AFL-CIO, CLC vs. City of Fulton	2-19-85
85-010	International Brotherhood of Electrical Workers Local 53 vs. Independence Power & Light	1-7-85
85-012	St. Louis Teachers Association MNEA/NEA vs. St. Louis Board of Education	4-18-85
85-014	Service Employees International Union Local 50, affiliated with SEIU, AFL-CIO, CLC vs. Hazelwood School District	5-6-85

TOTAL PRELIMINARY CONFERENCES: 12

CERTIFICATIONS: FY 1985

Case No.	Case Title	Unit	Date
83-012	Communications Workers of America, AFL-CIO vs. Department of Social Services	Department-wide; 5,060 employees	8-3-84

STATE BOARD OF MEDIATION

84-111	Service Employees International Union, Southwestern Joint Council No. 29 vs. Department of Labor & Industrial Relations, Division of Employment Security	Division-wide unit; 1,240 employees	11-16-84
84-116	Civilian Personnel Department, St. Louis Police Officers Association vs. City of St. Louis, Board of Police Commissioners	Civilian employees; 440 employees	4-8-85
84-118	Teamsters, Local 574 vs. St. Francois County Highway Department	Road & bridge employees; 17 employees	9-13-84
85-005	Local 2665, International Association of Firefighters, AFL-CIO vs. Creve Coeur Fire Protection District	Firefighters; 42 employees	12-6-84
85-006	Local 96, Service Employees International Union, AFL-CIO vs. Housing Authority of Kansas City	Maintenance; 26 employees	12-3-84
85-008	Institutional & Public Employees Local 410, AFSCME vs. Metropolitan St. Louis Sewer District	Clerical; 124 employees	2-1-85
85-009	Local 2945, International Association of Firefighters, AFL-CIO, CLC vs. City of Fulton	Firefighters; 12 employees	4-2-85
85-010	International Brotherhood of Electrical Workers, Local 53 vs. Independence Power & Light	Electrical, clerical & maintenance; 151 employees	2-22-85
85-014	Service Employees International Union, Local 50, affiliated with SEIU, AFL-CIO, CLC vs. Hazelwood School District	Bus drivers; 90 employees	6-11-85

TOTAL CERTIFICATIONS: 10

DECERTIFICATIONS: FY 1985

Case No.	Case Title	Unit	Date
84-115	Shirley Wall, Marie Walker, Robert McIntyre, Hazel Hardin & Charles Bieser vs. County of Jefferson	County employees; 160 employees	11-20-84
85-010	International Brotherhood of Electrical Workers, Local 53 vs. Independence Power & Light	Electrical, clerical & maintenance; 151 employees	2-22-85
85-014	Service Employees International Union, Local 50, affiliated with SEIU, AFL-CIO, CLC vs. Hazelwood School District	Bus Drivers; 90 employees	6-11-85

TOTAL DECERTIFICATIONS: 3

RECERTIFICATIONS: FY 1985

Case No.	Case Title	Unit	Date
84-117	Roy Smith vs. St. Louis County Special School District	Maintenance; 27 employees	9-14-84

TOTAL RECERTIFICATIONS: 1

STATE BOARD OF MEDIATION

CLARIFICATIONS: FY 1985

Case Nn.	Case Title	Unit	Date
85-004	Missouri State Council 72, AFSCME vs. Department of Social Services, Mt. Vernon Chest Hospital	Facility-wide unit; 17 employees	2-19-85
85-011	Service Employees International Union, Local 50, vs. City of St. Louis, Convention Center	Custodial & set-up employees	1-23-85

TOTAL CLARIFICATIONS: 2

ACCRETIONS: FY 1985

Case No.	Case Title	Unit	Date
83-002	Missouri State Council 72, AFSCME, Local 1810 vs. Department of Corrections & Human Resources	Technical, service & maintenance; 369 employees	10-16-84
85-015	International Brotherhood of Electrical Workers, Local 1, AFL-CIO vs. City of St. Louis	Electrical/trades helpers; 29 employees	6-27-85

TOTAL ACCRETIONS: 2

CASES DISMISSED: FY 1985

Case No.	Case Title	Date Dismissed
84-119	Missouri State Council 72, AFSCME, AFL-CIO vs. Lincoln University	8-13-84
85-001	Service Employees International Union, Local 714 vs. Department of Corrections & Human Resources	7-26-84

TOTAL CASES DISMISSED: 2

DECISIONS: FY 1985

Case No.	Case Title	Date
83-002	Missouri State Council 72, AFSCME, Local 1810 vs Department of Corrections & Human Resources	8-2-84
84-111	Service Employees International Union, Southwestern Joint Council No. 29 vs. Department of Labor & Industrial Relations, Division of Employment Security	8-30-84
84-116	Civilian Personnel Department, St. Louis Police Officers Association vs. City of St. Louis, Board of Police Commissioners	2-4-85

TOTAL DECISIONS: 3

DIVISION OF WORKERS' COMPENSATION

Administrative Scope and Function

The Division of Workers' Compensation is charged with the administration of the Missouri Workers' Compensation Law which has been in effect since November 2, 1926, when it was approved by a vote of the people at a referendum. It has as its jurisdiction the entire state with a population of more than 4,900,000 and as its primary function the prompt and equitable adjudication of all cases of injury coming to its attention. In addition to the principal office, which is required to be in Jefferson City, this scope and function requires the use of branch offices for an efficient administration of the law in populous centers and those distant from the main office, and the use of traveling representatives who visit most of the counties outside of branch office jurisdictions.

The administrative officer of the Division is the director. He chooses the personnel, which, as far as practical, is bipartisan. He assigns the work and generally directs the affairs of the Division. He is assisted in those administrative duties in the branch offices by administrative law judges chosen to be in charge of those offices.

The hearing staff of the Division is currently made up of eighteen administrative law judges. Eight of them are assigned to St. Louis, four to Kansas City, one each to Springfield and vicinity, Cape Girardeau and vicinity, Joplin and vicinity, St. Joseph and vicinity, and two to Jefferson City to travel to other parts of the state not taken care of by branch offices.

The Division's Administrative organization is designed to promote the amicable adjustment of cases among the parties to the end that a minimum of formal litigation becomes necessary. By the use of carefully planned letters and by the scheduling of informal and pre-hearing (pre-trial) conferences where the parties meet under the guidance of a legal advisor or judge, injured workers, employers and insurers, and attorneys are given every opportunity to adjust their differences without formal hearings. If these efforts fail, however, formal litigation is initiated, begun by claimant's filing a claim for compensation or by the employer or insurer requesting a hearing.

Work Review Report

REPORTS OF INJURIES

Work injuries reported in 1984 totaled 134,593. [1]Injuries in 1984 were more than those reported in the previous year by 59,109, primarily because of a change in the Law as to reporting requirements. The number of deaths reported in 1984 was 154 an increase of 5 from the figure for 1983.

Table 1 gives the number of reported injuries year by year, since the workers' compensation law became effective November 2, 1926. The grand total through December 31, 1984 is 5,483,328.

[1] Includes injuries occurring in prior years but reported in 1984.

TABLE 1
REPORTS OF INJURIES BY YEARS REPORTED
1926 - 1984

1926	690	1956	90,853
1927	99,158	1957	82,342
1928	93,442	1958	73,405
1929	104,151	1959	81,230
1930	93,452	1960	80,256
1931	69,452	1961	76,079
1932	50,759	1962	78,599
1933	49,223	1963	81,035
1934	53,013	1964	87,443
1935	58,720	1965	89,285
1936	76,868	1966	99,167
1937	78,687	1967	100,635
1938	57,321	1968	105,632
1939	66,034	1969	104,635
1940	71,299	1970	105,481
1941	100,574	1971	101,155
1942	116,928	1972	106,579
1943	116,143	1973	113,992
1944	112,939	1974	119,848
1945	100,584	1975	112,530
1946	101,846	1976	121,580
1947	109,813	1977	131,127
1948	107,782	1978	140,762
1949	91,167	1979	157,158
1950	91,620	1980	143,329
1951	96,259	1981	80,172
1952	100,762	1982	70,965
1953	98,713	1983	75,484
1954	90,142	1984	134,593
1955	89,436		
	TOTAL		5,483,328

WORK VOLUME

There was an increase in injury reports in 1984 and an increase in the number of formal claims filed. The ratio of claims filed to reports of injuries received during 1984 was 10 percent, down from 14 percent in 1983.

The work volume of the Division of Workers' Compensation for 1984 is indicated by these statistics;

Receipt and processing of 134,593 reports of injuries.
Filing and processing of 13,002 claims for compensation.
Setting of 18,139 cases for formal hearing.
Setting of 25,867 cases for pre-trial conferences.
Holding of 432 formal hearings.
Holding of 29,715 informal conferences.
Entering of 436 awards.
Approval of 13,784 compromise settlements.
Formal dismissal of 2,303 claims for compensation.
Filing of 102,271 forms of acceptances of law and withdrawals of acceptances and the processing for such forms.

DIVISION OF WORKERS' COMPENSATION

EMPLOYER AND EMPLOYEE COVERAGE

There are two large categories of workers' compensation laws -compulsory and elective. The Missouri law was elective as to all, that is, any employee and any employer formerly could choose whether or not to work under its provisions. Some penalties attached to those automatically under the law who chose to reject it, but the right of election was nevertheless theirs. After August 13, 1978, only those employers with 4 or fewer employees may elect not to come under the Act unless engaged in a hazardous occupation.

Thus, many Missouri employers - and as a consequence their employees - are exempted from the operation of the workers' compensation law by reason of the number of workers in their employ by the filing of written acceptance of law by such employers, or by filing of memoranda of insurance coverage by carriers issuing policies of insurance to such exempted employers.

Effective August 13, 1978, the definition of major and minor employer was changed by the General Assembly to the effect that a major employer was one with more than four employees (formerly 7) regularly employed, and a minor employer one who has four or fewer (formerly 7) regularly employed.

During 1984 there were 102,206 filings of memorandum of insurance coverage (which form evidences initial insurance coverage, renewals, and/or cancellations of insurance).

SECOND INJURY FUND

The employment of the physically handicapped by Missouri employers, without an undue liability burden, was the aim of the adoption of the second injury fund provision of the Missouri Workers' Compensation Law, which amendment to the law became effective July 7, 1943. Under the change, employees who suffered total and permanent disability as a result of a second injury were to receive the same compensation as they would have theretofore been entitled to, but the employer's liability for the second injury was limited to that injury, taken alone, and liability for the rest of the compounded disability became that of the second injury fund. This principle was extended further by an amendment to the law effective August 29, 1955 which provided that the second injury fund would be liable for excess compounded liability resulting from subsequent permanent partial disability.

The second injury fund is authorized by the provisions of Section 287.220 RSMo, as amended from time to time. It is financed as provided for by Section 287.710 (effective August 29, 1955) and 287.715 (effective August 29, 1959). Originally, the fund depended on contributions from employers and insurers found due in no-dependency death cases and in cases of loss of eyes and limbs. Under the provisions of Section 287.710 as revised in 1971, two-tenths of the three percent premium assessment collected each year is credited to the fund, and under the provisions of Section 287.715 an assessment of one-half of one percent of total compensation (including medical) paid the previous calendar year by insurers and self-insurers is collected and credited to the fund.

During 1984 there was a total of 60 permanently and totally disabled workers receiving payments from the fund; during 1983 there were 55 on the roster. The total paid in this category for the year was $291,899.48.

The liability of the fund for compounded permanent partial disability, the results of subsequent injuries, totaled $3,388,193.50 in 1984, the payments going to 1,351 individuals.

Physical rehabilitation payments from the fund during 1984 totaled $224,761.01 in 334 cases.

Payments made under the medical and death section amounted to $15,260.30 for 12 cases during 1984.

Total paid from the fund during 1984 for all benefits was $3,920,114.29.

The total amount paid out of the fund from July 7, 1943, the date of its establishment, through December 31, 1984, was $20,321,352.54.

PHYSICAL REHABILITATION

Physical rehabilitation of workers seriously injured in their employment is a provision of the Missouri Workers' Compensation Law that became effective October 9, 1951. The amendment provides for the physical rehabilitation of the seriously injured worker at the expense of the employer and insurer, and the payment of additional benefits as prescribed by statutes from the second injury fund while he is actually receiving rehabilitation. This provision of the law is administered by the Division of Workers' Compensation.

The physical rehabilitation provision of the law has for its purpose the restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman...". This specialized medical attention may be provided only by doctors and hospitals certified by the Division of Workers' Compensation, after inspection, to be duly qualified under the provisions of the law and the rules of the Division, if the injured worker is to receive the additional benefits from the second injury fund.

The period of rehabilitation is limited to 20 weeks, unless by special order the Division finds it should be extended.

The plan calls for agreement of the parties as to physical rehabilitation, but if there is a dispute, either the employee or the employer may make application for an order for rehabilitation and be heard within ten days. An order either granting or denying the application must be made within ten days, and appeal from the decision of the Division may be taken to the courts as in other workers' compensation matters.

During 1984 the Division approved agreements in 344 physical rehabilitation cases (making a total of 5,183 since the effective date of the rehabilitation amendment to the law). As of January 1, 1984, the Division had 119 certified facilities. During the year 10 facilities were added and none revoked, leaving a total of 129 on the roster as of December 31, 1984.

SELF-INSURANCE

The Missouri Workers' Compensation law provides that an employer "may himself carry the whole or any part of such (compensation) liability without insurance upon satisfying the Division of his ability so to do," subject to rules and regulations effective January 1, 1954, as amended.

DIVISION OF WORKERS' COMPENSATION

During December of 1983 the self-insurers of Missouri had a total of 291,123 employees at a payroll of $704,030,073.50, while during December of 1982 the number of employees was 290,068 at a monthly payroll of $665,132,593.23.

On December 1, 1984 there were 232 qualified self-insurers, and on December 1, 1983 there were 248. During the period from November 30, 1983 to December 1, 1984, 29 self-insurers withdrew their authority, 12 were granted privilege to operate as self-insurers and 1 was reinstated.

During the period from November 30, 1983 to December 1, 1984, 15 applications for authority to self-insure were received, with an aggregate remittance of $2,250.00; 10 of these requests were granted, 1 was retired for failure to complete, and 4 were pending consideration.

The Missouri Workers' Compensation law provides for a group of private employers in the same industry, or bona fide members of an association or organization that has been in existence for at least eight years, or public employers of the same type of unit to become self-insurers, subject to rules and regulations effective July 1, 1982.

On December 1, 1984 there were 9 qualified group self-insurers.

CRIME VICTIMS

The Division of Workers' Compensation is responsible for the administration of the Missouri Crime Victims' Compensation Law, (Chapter 595 Revised Missouri Statutes). This legislation was enacted in 1981 to assist victims of violent crimes who suffered actual physical injury as a direct result of the crime or in the case of a death of the victim, a dependent.

This act went into effect in three stages. (1) On October 1, 1981, the courts of Missouri began entering judgements of $26.00 against defendants who were given a sentence of imprisonment or a suspended imposition of sentence or placed under the supervision of the state board of probation and parole or any county parole officer after an adjudication of guilty or after imposition of sentence. (2) On July 1, 1982 the claims taking process began with applications for Crime Victims' Compensation being accepted for crimes which occurred after that date. (3) On January 1, 1983 the final stage allowed for the payment of claims to begin.

On August 13, 1984 the courts began assessing the $26.00 judgement against defendants found guilty of an alcohol related traffic offenses. At this same time the victims of an alcohol related offense or vehicular manslaughter offense were eligible to file for compensation. Limitations were placed on these offenses in that, the awards paid to alcohol related offenses and vehicular manslaughter could not exceed the amounts actually paid into the fund by judgements from alcohol related judgements or one half the fund; whichever was the least. To date, $123,178.15 has been paid into the fund from such offenses.

To be eligible for the compensation the victim must:

1) be a resident of Missouri

2) the crime must have occurred in Missouri

3) report the offense to the law enforcement agency within 48 hours

4) file the claim within one year of the offense or in the case of a death within 90 days

5) Must have suffered an out of pocket expense of at least $200.00 or have lost two continuous weeks of earnings or support. $200.00 will be deducted from every award.

Since the beginning of the program a total of 1208 applications have been filed with a total of 509 awards being made for a total of $1,724,435.41 being paid in compensation.

ADMINISTRATION AND OPERATION

The Division receives no money from the state's general revenue. Cost of administration of the Missouri Workers' Compensation Law are paid from the Workers' Compensation Fund. The Fund is maintained through payments of annual three percent charge on net compensation insurance premiums and on hypothetical premiums of self-insurers (less two-tenths).

TABLE 2
STATEMENT OF EXPENSES FOR 1984

Month	Total	Personal Service	Expense & Equipment
January	$215,559.92	$193,081.02	$22,478.90
February	215,116.87	195,930.44	19,186.43
March	221,014.49	194,974.01	26,040.48
April	235,266.47	198,966.52	36,299.95
May	218,575.00	203,117.43	15,457.57
June	252,717.34	204,583.44	48,133.90
July	228,632.64	212,165.86	16,466.78
August	248,322.43	222,835.54	25,486.89
September	245,005.64	230,162.15	14,843.49
October	267,138.49	226,577.59	40,560.90
November	247,822.32	226,385.62	21,436.70
December	247,495.54	227,601.91	19,893.63
TOTAL	$2,842,667.15	$2,536,381.53	$306,285.62

DIVISION OF WORKERS' COMPENSATION

PART I

STATISTICAL REPORT

TABLE 1
INCIDENCE FREQUENCY BY AGE 1984

Under 21	13,690	30-34	18,336	45-49	7,944	60-64	3,212
21-24	21,199	35-39	13,488	50-54	6,590	65 & over	836
25-29	24,213	40-44	10,385	55-59	5,497	Unknown	9,293

TABLE 2
COST BY TYPE OF DISABILITY FOR ALL INCIDENCES FOR CALENDAR YEAR 1984
(As of July 1, 1985)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	127,949	$22,335,269.39	$22,359,371.09	$44,694,640.48
*Temporary Disability	124,300	7,979,463.24	16,532,925.92	24,512,389.16
Perm. Partial Disability	3,565	14,167,507.60	5,763,435.53	19,930,943.13
Perm. Total Disability	0	0.00	0.00	0.00
**Death	84	188,298.55	63,009.64	251,308.19
OCCUPATIONAL DISEASES	5,505	425,818.82	600,893.18	1,026,712.00
*Temporary Disability	5,443	189,309.62	532,677.07	721,986.69
Perm. Partial Disability	42	182,837.79	68,216.11	251,053.90
Perm. Total Disability	0	0.00	0.00	0.00
**Death	20	53,671.41	0.00	53,671.41
Records Unknown	1,229	66,738.31	77,966.16	144,704.47
TOTAL	134,683	$22,827,826.52	$23,038,230.43	$45,866,056.95

*Includes all cases where medical expense was incurred. **Includes burial expenses.

TABLE 3
1979 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1985)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	147,542	$70,183,698.26	$37,739,915.17	$107,923,613.43
*Temporary Disability	131,271	6,629,262.17	11,574,003.60	18,203,265.77
Perm. Partial Disability	16,140	62,467,612.15	25,927,643.62	88,395,255.77
Perm. Total Disability	3	169,411.18	119,501.17	288,912.35
**Death	128	917,412.76	118,766.78	1,036,179.54
OCCUPATIONAL DISEASES	6,421	1,303,771.90	686,233.62	1,990,005.52
*Temporary Disability	6,146	150,862.52	418,177.89	569,040.41
Perm. Partial Disability	258	1,080,742.71	268,043.73	1,348,786.44
Perm. Total Disability	0	0.00	0.00	0.00
**Death	17	72,166.67	12.00	72,178.67
Records Unknown	4,617	393,179.11	232,370.50	625,549.61
TOTAL	158,580	$71,880,649.27	$38,658,519.29	$110,539,168.56

*Includes all cases where medical expense was incurred. **Includes burial expenses.

DIVISION OF WORKERS' COMPENSATION

TABLE 4: 1980 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1985)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	123,872	$65,907,139.35	$36,084,515.69	$101,991,655.04
*Temporary Disability	108,836	5,919,236.10	10,831,631.73	16,750,867.83
Perm. Partial Disability	14,942	59,253,904.55	25,174,785.37	84,428,689.92
Perm. Total Disability	3	91,151.17	1,767.41	92,918.58
**Death	91	642,847.53	76,331.18	719,178.71
OCCUPATIONAL DISEASES	5,820	1,054,921.85	669,451.01	1,724,372.86
*Temporary Disability	5,586	186,767.96	443,721.58	630,489.54
Perm. Partial Disability	221	799,504.26	225,729.43	1,025,233.69
Perm. Total Disability	0	0.00	0.00	0.00
**Death	13	68,649.63	0.00	68,649.63
Records Unknown	3,702	255,500.81	220,976.92	476,477.73
TOTAL	133,394	$67,217,562.01	$36,974,943.62	$104,192,505.63

*Includes all cases where medical expense was incurred. **Includes burial expenses.

TABLE 5: 1981 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1985)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	71,466	$71,648,069.68	$37,975,255.49	$109,623,325.17
*Temporary Disability	57,523	6,549,153.15	9,052,459.43	15,601,612.58
Perm. Partial Disability	13,844	63,762,543.26	28,646,557.38	92,409,100.64
Perm. Total Disability	3	237,706.14	147,983.56	385,689.70
**Death	96	1,098,667.13	128,255.12	1,226,922.25
OCCUPATIONAL DISEASES	2,569	1,274,087.24	599,840.72	1,873,927.96
*Temporary Disability	2,360	137,279.98	269,493.86	406,773.84
Perm. Partial Disability	195	984,807.27	330,346.86	1,315,154.13
Perm. Total Disability	0	0.00	0.00	0.00
**Death	14	151,999.99	0.00	151,999.99
Records Unknown	3,495	464,681.28	347,067.86	811,749.14
TOTAL	77,530	$73,386,838.20	$38,922,164.07	$112,309,002.27

*Includes all cases where medical expense was incurred. **Includes burial expenses.

TABLE 6: 1982 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1985)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	63,956	$67,860,911.37	$37,635,742.88	$105,496,654.25
*Temporary Disability	51,578	6,351,326.17	9,380,202.45	15,731,528.62
Perm. Partial Disability	12,300	60,464,586.89	28,091,758.47	88,556,345.36
Perm. Total Disability	1	99,999.99	99,999.99	199,999.98
**Death	77	944,998.32	63,781.97	1,008,780.29
OCCUPATIONAL DISEASES	2,416	1,193,319.54	524,321.14	1,717,640.68
*Temporary Disability	2,229	135,946.13	298,859.39	434,805.52
Perm. Partial Disability	174	935,121.41	203,230.43	1,138,351.84
Perm. Total Disability	0	0.00	0.00	0.00
**Death	13	122,252.00	22,231.32	144,483.32
Records Unknown	2,869	142,937.13	191,658.31	334,595.44
TOTAL	69,241	$69,197,168.04	$38,351,722.33	$107,548,890.37

*Includes all cases where medical expense was incurred. **Includes burial expenses.

DIVISION OF WORKERS' COMPENSATION

TABLE 7: 1983 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1985)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	76,034	$53,666,069.12	$33,865,943.35	$87,532,012.47
*Temporary Disability	66,191	7,827,149.87	12,480,116.88	20,307,266.75
Perm. Partial Disability	9,778	45,359,633.85	21,336,402.92	66,696,036.77
Perm. Total Disability	0	0.00	0.00	0.00
**Death	65	479,285.40	49,423.55	528,708.95
OCCUPATIONAL DISEASES	3,079	1,332,243.10	677,023.42	2,009,266.52
*Temporary Disability	2,908	185,194.23	435,442.78	620,637.01
Perm. Partial Disability	145	761,663.45	238,525.91	1,000,189.36
Perm. Total Disability	0	0.00	0.00	0.00
**Death	26	385,385.42	3,054.73	388,440.15
Records Unknown	1,915	186,758.64	257,617.98	444,376.62
TOTAL	81,028	$55,185,070.86	$34,800,584.75	$89,985,655.61

*Includes all cases where medical expense was incurred. **Includes burial expenses.

PART II
WORK INJURY ANALYSIS

TABLE 1: ACCIDENTS AND DISEASES BY SEVERITY FOR 1984

Industry	Fatalities	Disabling Cases	Medical Treatment And First Aid	Others	Total
Agriculture	1	478	615	9	1,103
Mining	1	163	507	5	676
Contract Construction	14	4,169	7,533	81	11,797
Manufacturing	13	12,213	32,638	255	45,119
Transportation	22	4,688	6,590	168	11,468
Trade	21	10,003	20,541	198	30,763
Finance, Insurance Real Estate	4	742	1,476	23	2,245
Services	20	8,434	16,225	212	24,891
Government	6	2,081	3,858	43	5,988
Others	2	65	331	235	633
Total	104	43,036	90,314	1,229	134,683

TABLE 2: ACCIDENTS AND DISEASES BY TYPE OF 1984[1]

Industry	A-T	B-T	C-T	D-T	E-T	F-T	G-T	H-T	Others	Unclassified	Total
Agriculture	422	128	144	154	17	57	0	16	147	18	1,103
Mining	197	76	34	65	43	67	0	15	112	17	676
Contract Const.	4,296	1,690	752	1,441	271	417	31	110	2,534	255	11,797
Manufacturing	15,406	3,628	5,256	7,924	1,050	2,112	81	191	8,265	1,206	45,119
Transportation	3,112	1,756	909	2,133	138	499	37	705	1,900	279	11,468
Trade	11,820	4,105	2,582	4,646	1,600	840	59	437	4,156	518	30,763
Fin. Ins. Rl. Est.	674	502	172	299	36	113	6	64	342	37	2,245
Services	8,082	4,163	1,709	4,928	674	1,282	45	320	3,161	527	24,891
Government	1,752	1,019	379	828	118	522	9	305	941	115	5,988
Others	71	22	12	31	4	4	0	2	33	454	633
Total	45,832	17,089	11,999	22,449	3,951	5,913	268	2,165	21,591	3,426	134,683

[1] The Accident type classification identifies the event which directly resulted in injury:

A-T Struck against or by
B-T Fall or slip
C-T Caught in, under or between
D-T Overexertion or strain
E-T Temperature extremes
F-T Inhalation, ingestion, absorption
G-T Electric current
H-T Motor vehicle accident

DIVISION OF WORKERS' COMPENSATION

TABLE 3: ACCIDENTS AND DISEASES BY SOURCE FOR 1984[1]

Industry	A—S	B—S	C—S	D—S	E—S	F—S	G—S	H—S	I—S	Other	Unclassified	Total
Agriculture	55	148	54	89	22	71	50	122	54	438	0	1,103
Mining	36	64	40	56	18	35	19	131	15	262	0	676
Contract Const.	392	1,139	587	1,309	337	387	394	3,120	735	3,396	1	11,797
Manufacturing	4,118	3,737	2,602	2,786	2,127	1,712	4,222	9,780	1,957	12,078	0	45,119
Transporation	148	455	984	1,396	258	1,949	1,378	1,366	274	3,260	0	11,468
Trade	2,121	3,230	1,618	3,299	1,330	1,971	4,012	3,601	889	8,692	0	30,763
Fin. Ins. Rl. Est.	74	162	165	441	63	130	164	177	58	811	0	2,245
Services	768	1,417	1,506	3,618	1,084	1,087	1,582	2,352	316	11,161	0	24,891
Government	128	343	502	878	188	624	251	550	110	2,414	0	5,988
Others	8	16	15	18	5	8	18	25	5	68	447	633
Total	7,848	10,711	8,073	13,890	5,432	7,974	12,090	21,224	4,413	42,580	448	134,683

[1] The source of injury classification identifies object, substance, exposure or bodily motion which directly produced or inflicted the injury:

A—S Machines
B—S Hand tools
C—S Bodily motion
D—S Working surfaces
E—S Chemicals, heat, heating equip.
F—S Vehicle
G—S Boxes, barrels, containers, packages, (empty or full)
H—S Metal items
I—S Wood items

TABLE 4: ACCIDENTS AND DISEASES BY NATURE FOR 1984[1]

Industry	A—N	B—N	C—N	D—N	E—N	F—N	G—N	H—N	Other Injury	Other Illness	Unclassified	Total
Agriculture	3	281	326	137	106	13	54	93	26	6	58	1,103
Mining	2	150	113	120	41	40	61	80	22	6	41	676
Contract Const.	38	2,800	3,136	1,469	825	256	294	1,807	354	93	725	11,797
Manufacturing	164	12,620	11,763	7,539	1,855	1,004	1,526	5,032	1,064	646	1,906	45,119
Transportation	15	4,318	1,812	2,028	624	132	408	824	380	135	792	11,468
Trade	87	8,203	8,986	5,101	1,441	1,582	491	2,068	804	218	1,782	30,763
Fin. Ins. Rl. Est.	9	691	482	401	148	35	89	145	76	16	153	2,245
Services	40	8,274	5,028	4,426	1,097	663	800	1,657	956	218	1,732	24,891
Government	7	1,940	993	945	307	109	441	445	266	74	461	5,988
Others	1	58	45	30	10	4	3	17	7	3	455	633
Total	366	39,335	32,684	22,196	6,454	3,838	4,167	12,168	3,955	1,415	8,105	134,683

[1] The nature of injury classification identifies the injury in terms of its principal physical characteristics.

A—N Amputation or enucleation
B—N Strain, sprain, dislocation or hernia
C—N Cut, laceration, puncture
D—N Contusion, crushing, bruise
E—N Fracture
F—N Burn or scald
G—N Dermatitis, poisoning, pneumoconiosis, radiation effects
H—N Scratches, abrasions

TABLE 5: ACCIDENTS AND DISEASES BY AFFECTED PART FOR 1984[1]

Industry	A—P	B—P	C—P	D—P	E—P	F—P	G—P	Other	Unclassified	Total
Agriculture	93	96	173	170	93	132	237	88	21	1,103
Mining	40	85	94	96	50	76	125	102	8	676
Contract Const.	850	2,041	1,743	1,728	838	1,340	2,316	814	127	11,797
Manufacturing	2,405	5,494	8,655	10,320	3,610	5,371	6,335	2,460	469	45,119
Transportation	1,012	836	1,514	1,165	1,196	1,878	2,357	1,351	159	11,468
Trade	2,066	2,300	5,543	7,031	2,413	3,945	5,095	2,027	343	30,763
Fin. Ins. Rl. Est.	169	158	307	347	190	278	484	281	31	2,245
Services	1,758	1,583	3,817	3,962	2,301	3,970	4,440	2,507	553	24,891
Government	463	417	784	673	560	792	1,206	1,002	91	5,988
Others	8	15	36	28	16	30	38	8	454	633
Total	8,864	13,025	22,666	25,520	11,267	17,812	22,633	10,640	2,256	134,683

[1] The classification identifies the part of body directly affected:

A—P Head, neck
B—P Eye(s)
C—P Upper extremities
D—P Finger(s)
E—P Trunk
F—P Back
G—P Lower extremities

DIVISION OF WORKERS' COMPENSATION

TABLE 6A: COST DATA BY INJURY CATEGORY FOR 1984

Type of Injury[1]	Number of Cases	Compensation	Medical	Total
TOTAL	134,683	$22,827,826.52	$23,038,230.43	$45,866,056.95
A—T	45,832	4,349,083.26	5,880,458.72	10,229,541.98
B—T	17,089	4,728,257.58	3,880,174.76	8,608,432.34
C—T	11,999	2,676,798.93	2,110,049.50	4,786,848.43
D—T	22,449	5,361,120.66	5,568,600.27	10,929,720.93
E—T	3,951	351,697.69	578,439.69	930,137.38
F—T	5,913	206,315.18	540,371.49	746,686.67
G—T	268	40,640.88	46,644.94	87,285.82
H—T	2,165	928,802.97	773,497.68	1,702,300.65
Other	25,017	4,185,109.37	3,659,993.38	7,845,102.75

[1] See Table 2 for Type of Injury Classification.

TABLE 6B
COST DATA BY INJURY CATEGORY FOR 1984

Source of Injury[1]	Number of Cases	Compensation	Medical	Total
TOTAL	134,683	$22,827,826.52	$23,038,230.43	$45,866,056.95
A—S	7,848	1,935,363.84	1,521,274.47	3,456,638.31
B—S	10,711	984,287.72	1,420,266.17	2,404,553.89
C—S	8,073	1,954,196.82	1,807,980.18	3,762,177.00
D—S	13,890	4,142,617.63	3,296,422.48	7,439,040.11
E—S	5,432	322,676.31	663,849.19	986,525.50
F—S	7,974	2,048,303.74	1,817,091.35	3,865,395.09
G—S	12,090	2,154,678.40	2,439,392.28	4,594,070.68
H—S	21,224	1,935,441.04	2,741,750.94	4,677,191.98
I—S	4,413	629,511.54	700,492.48	1,330,004.02
Other	43,028	6,720,749.48	6,629,710.89	13,350,460.37

[1] See Table 3 for Source of Injury Classification.

TABLE 6C: COST DATA BY INJURY CATEGORY FOR 1984

Nature of Injury[1]	Number of Cases	Compensation	Medical	Total
TOTAL	134,683	$22,827,826.52	$23,038,230.43	$45,866,056.95
A—N	366	700,124.02	269,498.35	969,622.37
B—N	39,335	9,462,483.12	9,297,609.20	18,760,092.32
C—N	32,684	2,483,654.56	3,974,949.41	6,458,603.97
D—N	22,196	2,420,560.78	3,040,782.20	5,461,342.98
E—N	6,454	3,043,675.33	1,860,727.66	4,904,402.99
F—N	3,838	351,573.83	564,468.43	916,042.26
G—N	4,167	118,611.53	360,694.71	479,306.24
H—N	12,168	220,337.83	867,115.85	1,087,453.68
Other	13,475	4,026,805.52	2,802,384.62	6,829,190.14

[1] See Table 4 for Nature of Injury Classification.

DIVISION OF WORKERS' COMPENSATION

TABLE 6D: COST DATA BY INJURY CATEGORY FOR 1984

Body Part[1]	Number of Cases	Compensation	Medical	Total
TOTAL	134,683	$22,827,826.52	$23,038,230.43	$45,866,056.95
A—P	8,864	695,558.64	1,365,908.18	2,061,466.82
B—P	13,025	149,012.05	893,072.76	1,042,084.81
C—P	22,666	2,965,559.06	2,967,036.98	5,932,596.04
D—P	25,520	3,263,951.39	3,269,903.59	6,533,854.98
E—P	11,267	2,653,117.68	3,259,256.19	5,912,373.87
F—P	17,812	5,057,782.04	4,422,211.83	9,479,993.87
G—P	22,633	3,963,727.71	3,903,926.86	7,867,654.57
Other	12,896	4,079,117.95	2,956,914.04	7,036,031.99

[1] See Table 5 for Part of Body Classification.

TABLE 7: TYPE OF INJURY BY TYPE FOR 1984

Type of Case[1]	A-T	B-T	C-T	D-T	E-T	F-T	G-T	H-T	Others	Unclassified	Total
Temporary Total	44,755	16,440	11,315	21,818	3,836	5,852	255	1,983	2,303	21,186	129,743
Permanent Partial	1,006	574	663	497	103	39	5	119	303	298	3,607
Fatalities	17	8	8	1	2	3	7	29	16	13	104
Others	54	67	13	133	10	19	1	34	804	94	1,229
Total	45,832	17,089	11,999	22,449	3,951	5,913	268	2,165	3,426	21,591	134,683

[1] See Table 2 for Type of Injury Classification.

TABLE 8: SOURCE OF INJURY BY TYPE FOR 1984

Source of Injury[1]	A—S	B—S	C—S	D—S	E—S	F—S	G—S	H—S	I—S	Other	Unclassified	Total
Temporary Total	7,358	10,443	7,806	13,333	5,346	7,607	11,771	20,816	4,314	40,948	1	129,743
Permanent Partial	474	253	229	492	70	276	265	382	89	860	217	3,607
Fatalities	3	0	0	5	6	36	1	11	0	40	2	104
Others	13	15	38	60	10	55	53	15	10	732	228	1,229
Total	7,848	10,711	8,073	13,890	5,432	7,974	12,090	21,224	4,413	42,580	448	134,683

[1] See Table 3 for Source of Injury Classification.

TABLE 9: NATURE OF INJURY BY TYPE FOR 1984

Nature of Injury[1]	A—N	B—N	C—N	D—N	E—N	F—N	G—N	H—N	Other Injury	Other Illness	Unclassified	Total
Temporary Total	206	38,139	31,940	21,793	5,829	3,725	4,137	12,119	3,747	1,306	6,802	129,743
Permanent Partial	160	987	713	370	598	107	15	32	114	27	484	3,607
Fatalities	0	0	9	0	1	2	0	0	54	20	18	104
Others	0	209	22	33	26	4	15	17	40	62	801	1,229
Total	366	39,335	32,684	22,196	6,454	3,838	4,167	12,168	3,955	1,415	8,105	134,683

[1] See Table 4 for Nature of Injury Classification.

DIVISION OF WORKERS' COMPENSATION

TABLE 10: PART OF BODY AFFECTED BY TYPE FOR 1984

Part of Body[1]	A—P	B—P	C—P	D—P	E—P	F—P	G—P	Other	Unclassified	Total
Temporary Total	8,514	13,001	22,139	24,521	10,955	17,222	22,041	10,125	1,225	129,743
Permanent Partial	296	22	484	986	227	494	527	313	258	3,607
Fatalities	14	0	0	0	1	0	0	82	7	104
Others	40	2	43	13	84	96	65	120	766	1,229
Total	8,864	13,025	22,666	25,520	11,267	17,812	22,633	10,640	2,256	134,683

[1] See Table 5 for Part of Body Classification.

TABLE 11
COST BY INDUSTRY AND TYPE OF DISABILITY FOR 1984

Industry	Compensation	Medical	Total
Agriculture	$ 257,810.84	$ 278,454.57	$ 536,265.41
TT	94,765.09	196,177.69	290,942.78
PP	163,045.75	82,276.88	245,322.63
Other	0.00	0.00	0.00
Mining	121,213.48	126,880.41	248,093.89
TT	44,270.69	100,677.46	144,948.15
PP	76,942.79	25,864.35	102,807.14
Other	0.00	338.60	338.60
Contract Const.	2,363,180.42	2,497,294.15	5,360,474.57
TT	970,429.75	1,777,147.75	2,747,577.50
PP	1,890,528.15	719,826.40	2,610,354.55
Other	2,222.52	320.00	2,542.52
Manufacturing	6,548,898.03	6,940,826.73	13,489,724.76
TT	2,524,022.44	5,205,812.10	7,729,834.54
PP	4,023,023.11	1,733,662.03	5,756,685.14
Other	1,852.45	1,352.60	3,205.08
Transportation	2,631,235.38	2,246,137.40	4,877,372.78
TT	1,223,051.84	1,693,459.54	2,916,511.38
PP	1,386,365.35	527,367.21	1,913,732.56
Other	21,818.19	25,310.65	47,128.84
Trade	4,292,710.41	5,185,510.34	9,478,220.75
TT	1,557,795.70	3,934,603.86	5,492,399.56
PP	2,726,300.42	1,212,141.39	3,938,441.81
Other	8,614.29	38,765.09	47,379.38

Industry	Compensation	Medical	Total
Fin., Ins., Rl. Est.	$ 405,075.67	$ 458,836.61	$ 863,912.28
TT	107,772.11	325,446.75	433,218.86
PP	294,789.31	132,875.61	427,664.92
Other	2,514.25	514.25	3,028.50
Services	3,437,398.42	3,913,553.68	7,350,952.10
TT	1,256,055.84	3,078,200.68	4,334,256.52
PP	2,138,557.87	829,687.70	2,968,245.57
Other	42,784.71	5,665.30	48,450.01
Government	1,004,104.03	837,893.25	1,841,997.28
TT	338,522.48	613,221.99	951,744.47
PP	563,581.56	221,200.76	784,782.32
Other	101,999.99	3,470.50	105,470.49
All Others	1,266,199.84	552,843.29	1,819,043.13
TT	52,086.92	140,853.17	192,940.09
PP	1,087,211.08	346,749.31	1,433,960.39
Other	126,901.84	65,240.81	192,142.65
Grand Total	22,827,826.52	23,038,230.43	45,866,056.95
TT	8,168,772.86	17,065,600.99	25,234,373.85
PP	14,350,345.39	5,831,651.64	20,181,997.03
Other	308,708.27	140,977.80	449,686.07

TT - Temporary Total
PP - Permanent Partial
Other - Temporary Partial, Permanent Total, Fatalities and Records Unknown

DIVISION OF WORKERS' COMPENSATION

TABLE 12
COST BY TYPE OF DISABILITY BY COUNTY FOR 1984

County	Temporary Total	Permanent Partial	Fatalities	Other
Adair	$ 92,409.78	$ 8,022.82	$ 0.00	$ 0.00
Andrew	9,018.04	29,483.49	0.00	3,135.00
Atchison	12,576.06	27,782.29	0.00	0.00
Audrain	135,269.19	66,085.93	0.00	0.00
Barry	122,012.06	104,451.19	0.00	0.00
Barton	43,325.83	29,612.46	0.00	0.00
Bates	30,937.53	23,637.88	0.00	0.00
Benton	23,277.07	4,671.44	0.00	0.00
Bollinger	8,460.86	7,374.57	13,451.16	355.00
Boone	516,569.89	245,317.34	2,000.00	584.72
Buchanan	604,743.98	877,653.11	27,000.00	0.00
Butler	168,692.95	83,149.13	0.00	95.24
Caldwell	13,848.53	37,016.48	0.00	0.00
Callaway	140,312.06	70,877.67	17,500.00	0.00
Camden	167,278.28	112,704.27	2,000.00	0.00
Cape Girardeau	289,269.21	153,826.41	0.00	0.00
Carroll	31,757.53	62,125.20	0.00	0.00
Carter	42,428.64	22,928.08	0.00	0.00
Cass	99,551.73	69,550.82	0.00	0.00
Cedar	38,269.15	18,786.87	0.00	0.00
Chariton	26,083.31	30,569.34	0.00	0.00
Christian	56,341.82	53,999.67	0.00	0.00
Clark	12,061.45	7,730.06	0.00	0.00
Clay	764,587.65	945,623.04	0.00	110.00
Clinton	21,257.88	25,695.84	0.00	0.00
Cole	231,311.22	164,932.44	0.00	0.00
Cooper	50,235.08	25,703.53	0.00	0.00
Crawford	50,905.21	12,967.32	0.00	0.00
Dade	10,861.73	4,933.10	0.00	0.00
Dallas	37,999.66	18,723.45	0.00	0.00
Daviess	13,649.77	5,376.84	0.00	0.00
DeKalb	11,894.21	2,899.59	0.00	0.00
Dent	51,470.33	15,242.17	0.00	0.00
Douglas	11,538.10	47,996.67	0.00	0.00
Dunklin	137,938.56	132,247.74	0.00	0.00
Franklin	460,699.22	54,548.19	0.00	0.00
Gasconade	55,404.48	46,109.84	0.00	0.00
Gentry	18,435.30	9,232.93	0.00	0.00
Greene	1,028,364.20	968,147.75	0.00	588.00
Grundy	35,023.37	39,295.92	0.00	0.00
Harrison	15,464.48	41,967.54	0.00	0.00
Henry	82,939.65	39,066.13	0.00	0.00
Hickory	10,098.42	17,075.12	0.00	0.00
Holt	12,140.26	12,012.95	0.00	0.00
Howard	27,470.92	39,781.35	0.00	0.00
Howell	121,130.10	143,225.43	0.00	0.00
Iron	46,103.47	50,219.83	0.00	241.81
Jackson	3,616,035.17	4,851,989.72	6,000.00	1,039.84
Jasper	674,820.64	471,965.70	3,028.50	500.00
Jefferson	394,977.28	97,980.15	2,000.00	0.00
Johnson	46,059.94	141,134.88	0.00	338.60
Knox	7,638.38	3,625.79	0.00	0.00
Laclede	160,410.27	98,213.90	0.00	50.00
Lafayette	123,231.89	79,697.10	0.00	200.00
Lawrence	74,399.01	34,533.19	2,000.00	0.00
Lewis	11,155.57	94.01	0.00	0.00
Lincoln	62,963.75	7,366.61	0.00	0.00
Linn	36,631.59	15,196.97	0.00	0.00
Livingston	33,876.60	127,029.91	0.00	0.00
McDonald	$ 56,690.18	$ 65,476.80	$ 0.00	$ 820.65
Macon	65,991.98	64,514.99	0.00	0.00
Madison	25,629.51	33,236.56	0.00	0.00
Maries	3,871.84	0.00	0.00	0.00
Marion	119,798.77	17,906.77	0.00	0.00
Mercer	941.96	10,419.70	0.00	0.00
Miller	83,955.06	41,206.34	0.00	70.00
Mississippi	29,258.94	22,440.53	0.00	2,753.49
Moniteau	26,492.90	10,514.18	0.00	0.00
Monroe	28,537.70	0.00	0.00	0.00
Montgomery	24,771.66	7,350.39	0.00	3,014.45
Morgan	20,804.76	16,114.24	0.00	0.00
New Madrid	144,607.74	158,064.31	0.00	0.00
Newton	196,699.48	105,898.23	6,000.00	0.00
Nodaway	62,047.71	38,787.24	0.00	0.00
Oregon	12,342.80	0.00	0.00	0.00
Osage	21,602.30	30,225.47	0.00	0.00
Ozark	9,593.98	35,709.96	0.00	123.15
Pemiscot	51,654.01	47,516.02	0.00	0.00
Perry	66,372.88	5,978.58	0.00	0.00
Pettis	204,918.70	129,670.08	0.00	157.00
Phelps	88,533.23	65,299.80	0.00	0.00
Pike	53,968.03	24,162.29	0.00	0.00
Platte	112,418.20	75,246.16	0.00	0.00
Polk	44,235.93	36,776.43	0.00	0.00
Pulaski	61,091.94	45,673.22	0.00	0.00
Putnam	3,520.95	0.00	0.00	0.00
Ralls	11,331.52	7,865.41	0.00	0.00
Randolph	123,907.26	85,560.77	0.00	247.28
Ray	35,498.09	61,577.38	0.00	0.00
Reynolds	51,834.34	3,509.98	0.00	0.00
Ripley	32,906.82	50,204.75	0.00	0.00
St. Charles	677,394.65	154,896.30	0.00	0.00
St. Clair	17,321.08	11,953.84	0.00	0.00
Ste. Genevieve	83,133.06	30,383.67	0.00	0.00
St. Francois	143,635.42	48,985.41	0.00	275.00
St. Louis City	2,188,688.75	1,356,491.76	11.00	291.00
St. Louis County	6,569,900.48	2,898,389.50	143,484.38	1,153.00
Saline	212,952.83	251,808.51	0.00	0.00
Schuyler	6,603.93	252.66	0.00	0.00
Scotland	8,718.04	0.00	0.00	0.00
Scott	208,936.01	184,357.42	0.00	0.00
Shannon	22,341.14	13,494.00	0.00	2.00
Shelby	17,738.61	5,923.11	0.00	0.00
Stoddard	71,059.75	74,039.81	0.00	0.00
Stone	31,951.14	71,678.27	0.00	0.00
Sullivan	27,254.17	13,738.09	0.00	0.00
Taney	82,021.07	91,406.64	0.00	0.00
Texas	99,429.21	36,291.85	0.00	0.00
Vernon	67,539.77	30,934.03	0.00	127.90
Warren	98,789.89	35,557.49	0.00	0.00
Washington	40,177.19	7,025.74	0.00	0.00
Wayne	17,256.66	2,667.49	0.00	0.00
Webster	61,070.64	55,373.96	0.00	0.00
Worth	1,144.01	6,502.25	0.00	0.00
Wright	67,533.17	13,682.54	0.00	0.00
Out-of-State	1,302,313.68	2,549,997.05	80,504.56	128,433.34
TOTAL	$25,234,373.85	$20,181,997.03	$304,979.60	$144,706.47

MISSOURI COMMISSION ON HUMAN RIGHTS

The Missouri Commission on Human Rights enforces Missouri's anti-discriminatory practices statutes. These statutes protect the classes of race, creed, color, religion, national origin, ancestry, sex and physical or mental handicap from discrimination in housing, employment, and public accommondations.

The commission was created by the 69th General Assembly in 1957, then made a permanent agency in 1959. The commission consists of eleven members. At least one from each of Missouri's nine congressional districts and one member appointed at large as chairperson. Commissioners are nominated by the director of the Department of Industrial and Labor Relations, appointed by the Governor, and confirmed by the Senate. They serve without compensation for a 3 year term.

The functions of the commission are to cooperate with other organizations to discourage discrimination, to conduct research projects, to make studies and public reports on discrimination in Missouri, to receive and investigate complaints of discrimination, to recommend ways of eliminating injustice, to hold public hearings and to encourage fair treatment for all persons. The commission has the power to order affirmative relief to eliminate discrimination if found after a public hearing is held.

In 1961 the Fair Employment Practices Act was passed. The General Assembly passed a comprehensive Public Accommodations Act and extended the Fair Employment Practices Act in 1965. Enactment of the Fair Housing Practices Law by the General Assembly occurred in 1972. In 1978, the classes of physical and mental handicap were added to the statutes and statutory authorization for the use of hearing examiners during the public hearing process was passed by the Missouri General Assembly.

ANTI-DISCRIMINATION LAWS

The Fair Employment Practices Act, as amended, forbids discrimination in advertising, prehiring inquiries, hiring, promotion, conditions of employment, termination, and in admission to unions or apprenticeship training programs. This statute applies to all employment agencies, all unions, all state and local government agencies, all government employers including school systems under Missouri's laws, and all private businesses employing six or more persons.

The Public Accommodations Act, as amended, covers all places of businesses offering or holding out to general public, goods, services, privileges, facilities, advantages and accommodations for the peace, comfort, health, welfare and safety of the general public. Public places providing food, shelter, recreation, education and amusement are also included. Bona fide private clubs are excluded from coverage.

The Fair Housing Practices Statute forbids discrimination in the purchase, sale, advertising, financing and rental of any dwelling in the state.

COMPLAINT AND ENFORCEMENT PROCEDURE

Any person claiming to be aggrieved by an unlawful discriminatory practice may file a written complaint with the commission. The complaint must name the person or business alleged to have committed the unlawful act and describe the unlawful conduct. In addition, the complaint must be signed and notarized.

After the filing of any complaint, the executive director of the commission shall make, with the assistance of the commission's staff, a prompt investigation in connection therewith, and if the director determines after such investigation that probable cause exists for crediting the allegations of the complaint, the director shall immediately endeavor to eliminate the unlawful employment practice complained of by conference, conciliation, and persuasion.

In case of failure to eliminate the discriminatory practice by conciliation, the chairperson of the commission may order a public hearing to be held before a panel of at least three members of the commission sitting as the commission or before a hearing examiner licensed to practice law in the state of Missouri, who shall be appointed by the executive director and commission. The complaint is presented at a hearing by the Office of the Attorney General.

The objective of the hearing process is to make a finding of fact, conclusions of law, and determine if the defendant/respondent has committed an unlawful discriminatory practice. If the commission finds that an unlawful discriminatory practice has occurred, it may order the respondent to cease and disist such unlawful acts and to take affirmative steps as the commission deems appropriate. If the commission finds in favor of the respondent after hearing all the evidence, the complaint is dismissed.

Either party has the right to appeal the commission's order to the Missouri circuit courts within thirty (30) days. If no proceeding for review is instituted, the commission may obtain a court order for enforcement of its decision. If an appeal to the court is made, the Attorney General becomes counsel for the Missouri Commission on Human Rights in the court proceeding. A case may be appealed through the Missouri courts up to the State Supreme Court.

Total Cases Received by Year and Statute

Fiscal Year	[1]Statute	[2]MCHR	[3]Dual Filed
1985	EMP	593	1711
	PA	32	
	HOUSING	21	
	TOTAL	646	1711
1984	EMP	659	2291
	PA	29	
	HOUSING	22	
	TOTAL	710	2291
1983	EMP	632	1906
	PA	44	
	HOUSING	30	
	TOTAL	706	1906

[1]EMP — Fair Employment Practices RSMo 296
PA — Public Accommodations RSMo 314
HOUSING — Fair Housing RSMo 213

[2]MCHR — Missouri Commission on Human Rights

[3]DUAL FILING — During the first part of April 1978, the Equal Employment Opportunity Commission and MCHR began a new procedure of dual filing cases, instead of deferral process. This means that employment complaints meeting the requirements of Title VII, filed with MCHR are automatically filed with both agencies merely by filing with one.

The above chart illustrates the number of complaints filed with MCHR, by statute, for the past three (3) fiscal years. It also shows the number of complaints filed with the U.S. Equal Employment Opportunity Commission (EEOC) that have been **dual filed** with MCHR.

Since EEOC only has responsibility for the Federal Fair Employment Practices Act the **dual filed** column contains one recording adjacent to complaints filed under the employment statute.

It is important to note that under the employment statutes (federal/state) there were a total of **2,304 complaints** filed in

MISSOURI COMMISSION ON HUMAN RIGHTS

Missouri during FY 1985. Under previous MCHR/EEOC procedures (1978 — see footnote 3) it was almost impossible for both agencies to handle such a sizeable workload because there was no coordination resulting in considerable duplication. However, in 1978 when MCHR and EEOC entered a worksharing/dual filing relationship problems created by duplication of effort have been eliminated. In fact, currently EEOC and MCHR are accepting more than 99% of the findings reached by the other agency; which means a complaint filed in Missouri is only processed by one of the agencies. The present MCHR/EEOC relationship is providing better utilization of limited public funds and a less costly/time consuming mechanism for employers in responding to complaints of alleged discrimination.

Further analysis of complaints filed under employment statutes (federal/state) in Missouri indicates that there were more than **2,304 complaints filed**. Not included in the aforementioned total are complaints filed with EEOC based on alleged **age** discrimination and complaints filed with the eleven (11) local human rights agencies in Missouri. Therefore, it is safe to estimate that over **3,000 employment complaints** are filed in Missouri annually.

The above chart also illustrates that of the total number of complaints filed with MCHR during FY 1985:

— 91.8% were Employment;
— 5% were Public Accommodations; and
— 3.2% were Housing.

Total Complaints Received on Employment, Public Accommodations, and Housing Discrimination by Complaint Classification for FY 1985

Classification	Number	Percent
Race	299	38.5
Race Association	10	1.3
Sex	158	20.3
Sexual Harassment	29	3.7
Religion	10	1.3
National Origin	15	1.9
Ancestry	1	.1
Handicap	180	23.2
Retaliation	70	9.0
Unknown/Other	5	.7
TOTAL	777	100.0

This chart illustrates **all** the complaints filed with MCHR under Missouri's Fair Housing Act, Fair Employment Practices Act and Public Accommodations Act. It further breaks down the number of complaints filed under each protected group in the statutes (note: totals may differ since some complaints are filed under more than one classification).

A prominent notation for the above data is the rapid increase of complaints filed based on handicap. Although **race (39.8%)** and **sex (23.7%)** remain the largest complaint categories, the filing of handicap complaints increased by **6.2%** during FY 1985. In **FY 1985 23.2% of the total complaints filed** alleged handicap discrimination compared to **17% in FY 1984**.

The increase in the number of handicap complaints filed raises an important concern pertaining to MCHR's contract (federal funds) with EEOC. Since handicap discrimination is not covered by the Federal Fair Employment Practices Act, MCHR does not receive payment for processing handicap complaints. Therefore, the current handicap complaint increases, as well as additional filings in the future, will create serious imbalances in MCHR's ability to timely process contract and non-contract cases; which is primarily due to the agency's **40% dependency on EEOC contract funds.**

Disposition of All Cases Closed During Fiscal Year 1985

Disposition	EMP	PA	Housing	Total	Percent
Investigations					
Negotiated Settlement	60	3	2	65	8.1
No Probable Cause	307	20	14	341	42.3
No Jurisdiction	39	3		42	5.2
Unable to Locate	21			21	2.6
Withdrawn	62	5	2	69	8.6
Withdrawn/Settled	35	4		39	4.8
Administrative Closure	18			18	2.2
Admin. Closure/ Settled	1			1	.1
Failure to Cooperate	27	1		28	3.5
Probable Cause	64	3	4	71	8.8
Conciliation					
Conciliated	22		2	24	3.0
Administrative Closure	8			8	.9
Withdrawn	1			1	.1
Hearings					
Hearing Panel Order	28	9	1	38	4.7
Pre-hearing Settlement	30			30	3.7
Admin. Closure/ Settled	11			11	1.4
Withdrawn	0			0	
TOTAL	734	48	25	807	100.0

As a means of indicating all complaints MCHR closed (processed) during FY 1985, the Disposition Chart reflects the number of complaints closed by the type of finding (Disposition).

During the fiscal year **MCHR closed a total of 807 complaints**. In addition to the number of closures shown in the above chart MCHR also closed **over 1,000 complaints** that were initially processed by EEOC. By combining complaint closures resulting from EEOC and MCHR initial processing **more than 1,800 complaints were closed** by MCHR during FY 1985. Once again, with reference to the MCHR/EEOC dual filing relationship, the combined effort of the agencies resulted in closing over 1800 complaints without duplicating the work of overlapping jurisdictions.

When considering potential litigation and other costs assumed by respondents (business, etc.) in Missouri, it can be implied that approximately **85% of MCHR's closures represent a substantial cost savings to responding parties**. On the other hand MCHR actions resulted in **complainants receiving a total of $333,275 in actual monetary benefits and $138,840 in projected monetary benefits for a total of $472,115**.

An overall analysis of MCHR's activities clearly illustrates that the Commissioners and Staff remain dedicated to the agency's mandate; sensitive to reviewing the issues objectively; and places priority on the efficient utilization of resources.

GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

In 1947, then President Harry S. Truman by Executive Order established the President's Committee on Employment of the Handicapped. This Federal Agency was created to meet the job needs and provide employment initiatives and opportunities to address the problems of the disabled veterans of World War II. One of the pressing needs of this time was a network of volunteer units to provide for dissemination of information about employment, housing, transportation, medical, and various other problems faced by those with disabling conditions. During two years of intense work by the staff of the President's Committee, this network of state agencies was created and Missouri established a Governor's Committee on Employment of the Handicapped. This agency became Missouri's link in this information and advocacy system.

ORGANIZATION

The Governor's Committee on Employment of the Handicapped is an appointive body of 26 Missouri citizens that represent business and industry, labor, state agencies, veterans, medical, health, welfare, education and religious groups, and organizations for and of the disabled. The Governor with the Director of the Department of Labor and Industrial Relations (DOLIR) appoints the chairperson. The 25 members at large are appointed by the Director of the Department of Labor and Industrial Relations.

The Governor's Committee on Employment of the Handicapped has a staff of six. The Executive Secretary is the principal administrative officer and has the responsibility of maintaining an ongoing daily program to meet the goals of the Governor's Committee on Employment of the Handicapped. The Administrative Assistant/Area Coordinator is the principal legislative promoter and works out state in chapter development and advocacy. There are two Area Coordinators, one in Kansas City and one in St. Louis, whose principle responsibility is to work with local chapters and to provide assistance to people who have disabilities. The Program Assistant maintains mailing lists, produces the quarterly newsletter, and develops all the logistical services necessary for the "Ability Counts" Report Writing and Poster Contest. A Secretary completes the staff.

The goal of the GCEH is to achieve equality of opportunity for job seekers who have handicaps. Used in achieving this goal are awareness, ability and accessibility.

GCEH works with:

1. Employers, in awareness of the job needs and abilities of handicapped job seekers;
2. Handicapped individuals, giving a better understanding of the rehabilitation and job placement services available to them and to encourage them to use these services, and
3. Communities, to aid in improving accessibility for the handicapped where they live, work and play.

LOCAL CHAPTERS

In keeping with the need to provide an information dissemination and feedback network, local chapters of the GCEH have been developed throughout the state. Because of the varying problems, area chapters have focused on the local needs and reflect the individuality of the people and their perceptions of the problems in their areas. Chapters are in operation in Cape Girardeau, Chillicothe, Columbia, Cuba, Jefferson City, Joplin, Kansas City, Lebanon, Mountain View/West Plains, Pemiscot/Dunklin/New Madrid Counties, Poplar Bluff, Dexter, St. Joseph, St. Louis, Springfield, Waynesville/Crocker. Organizational processes are in motion for other locations. The GCEH goal is to have local chapters in 25 designated areas throughout the state.

The GCEH sponsors statewide activities to help promote the hiring of the disabled. Through contests, seminars, job fairs, news releases, newsletters, film library and appearances all over the state, the GCEH makes the public aware of the needs and the abilities of the handicapped in Missouri. To add emphasis, the GCEH sponsors an award program to give recognition to both large and small employers, to outstanding service by a medical doctor, to exemplary handicapped employees of the State of Missouri, and, when warranted, the Governor's trophy, to an outstanding handicapped individual who has made very meaningful contributions to the handicapped movement. This program honors both individual achievement and employers' commitment to hiring the disabled. Also sponsored by the GCEH is the "Ability Counts" Journalism and Poster contest. Promoted in the schools across the state, this program is serving as a very helpful educational tool. Students entering the contests have to do much research for their written essays and colorful posters. Through the research process, these students become aware of the real abilities of persons with disabilities and thus become another promotor of disability issues and awareness. Through this year, seven Missouri students were placed in the National contest sponsored by the President's Committee on Employment of the Handicapped. The most recent National honor was in May 1983 when the 1st place winner of Missouri placed "Third" in the National Essay contest, and was awarded an expense paid trip to Washington, D.C. The National award was a $1250 scholarship. The Missouri State Labor Council AFL/CIO, the State Department of the Disabled American Veterans, and the United Commercial Travelers provide the award monies for the statewide contest winners.

DECADE OF DISABLED

The United Nations declared 1981 as the International Year of the Disabled Person and encouraged all nations to address the needs of those with disabilities. To continue the momentum generated during 1981, 1982 was declared the National Year of the Disabled Person and further emphasis was placed on addressing problems associated with disability. The unmet needs of those with disabilities were again recognized by the United Nations when it declared 1983 through 1992 as the Decade of the Disabled. This declaration was reiterated by President Ronald Reagan and Governor Christopher S. Bond with proclamations for the nation and the State of Missouri.

The special events sponsored by the local chapters have been expanded in the past year and the Expos have provided, in addition to interviews with employers, job search techniques, resume preparation, and information on service providers and adaptive equipment suppliers to show both disabled people and employers what was available in making reasonable accommodations in the least expensive manner. "Barrier Awareness" observances were held. Awareness workshops were sponsored and awareness literature displays were set up in many locations. As a result of increased

GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

cooperation with public and private agencies, Missouri's handicapped and disabled population is better served.

DIRECTORY

The GCEH publishes a Directory of Organization Resources for Handicapped. This directory lists state and local offices for Missouri State Divisions, state and private agencies and sheltered workshops that serve the disabled, as well as providing the names of individuals to contact at each location. Also available is an Access Guide. The guide has inspection forms and provides accessibility specifications. Also developed by the GCEH staff during 1982 is the local chapter Organizational Development Handbook. This booklet was published as a guide for the organizational process of a local chapter that would encompass all disabling conditions. These publications are available by calling the GCEH toll-free number 1-800-392-8249.

The GCEH works on issues that are common to many disability groups, but due to the unique communication problem, a special effort has been made to deal with deaf/hearing and speech impaired persons. The agency continues to receive funding to provide interpreter assistance to hearing impaired people in their business with state, county and municipal governments. Through the program the Jefferson City office maintains an up-to-date list of qualified sign language interpreters and acts as a contracting agent for the interpreter services as they are needed. All units of state, county and local governments were notified of this service and many have utilized it to effect total communications with the hearing impaired in the employment related day to day dealings of government operations. The Jefferson City and the St. Louis offices are equipped with Teletypewriter (TTY) or a Telecommunications Device for the Deaf (TDD). The Kansas City office is able to access Deafnet, the network of relay TTY's and TDD's serving the hearing impaired.

EMPLOYMENT

Disabled job seekers in Kansas City and St. Louis areas are being assisted in their job search through two programs. In 1983, the Handicapped Opportunities Project in Kansas City was revitalized and assisted by the staff of the GCEH in coming together with the downtown office of Employment Security to develop a handicap jobs program. The HOP is an organization of Job Developer/ Placement Persons who through a pooling of clients and job leads are providing a broader base of available jobs and handicapped job ready applicants. The cooperative agreement with the Division of Employment Security allows the storage of clients and job orders in the existing Job Service computers. This facilitates matching of applicants and jobs. This program was begun as a pilot project with only the main office of Employment Security in Kansas City, MO. The project was expanded and now encompasses all of the Job Service offices in the metropolitan area in Kansas City, Mo. and Kansas City, Kansas. Some modifications to the HOP initiative were made by the staff of GCEH before introducing the concept in St. Louis. On October 31, 1984, a "Kick Off" banquet and meeting was held to formally launch this program under the auspices of the St. Louis Chapter of the Missouri GCEH. Success of the Kansas City project in later 1984 was documented by an impressive 37.3% placement rate. By all existing data, this is an exceptionally high rate of placement for disabled hard-to-place persons. There are other metropolitan areas of Missouri in which this type of cooperative sharing of jobs and applicants can operate and the staff through local contacts in these areas is pursuing the establishment of similar programs.

ACCESSIBILITY

Accessibility to facilities, programs and services continue to be a critical issue.

The Revenue Sharing Act of 1972, as amended in 1976, included the handicapped discrimination prohibitions of Section 504 of the Federal Rehabilitation Act of 1973. General regulations prohibitions handicapped discrimination have been in effect since April 6, 1977. On October 17, 1983, the Office of Revenue Sharing published final regulations in the **Federal Register** implementing the handicapped discrimination program requirements.

The administrative requirements which all governments must satisfy under the regulations include the preparation of **self-evaluation** of all programs, activities, policies and practices to determine areas of noncompliance with the handicapped discrimination regulations. All governments must determine as part of the self-evaluation, the structural and nonstructural changes needed to achieve compliance. If structural changes are needed, governments are required to prepare a **transition plan** describing how the changes will be made over a period not to exceed 3 years and no later than October 17, 1986. These final regulations issued by the Office of Revenue Sharing have created a great need among county and city governments for assistance with accessibility. This agency has provided in excess of 250 packets of information and over 40 on site visits to counties and towns throughout the state. The GCEH continues to work with many state agencies and assist in providing a program to enable the State of Missouri to serve all of her citizens. The agency has continued to improve the services to disabled job seekers to assist them to find employment and become contributing members of their respective communities.

DIVISION OF EMPLOYMENT SECURITY

As a guide to the interpretation and application of this law (Missouri Employment Security Law), the public policy of this state is declared to be as follows: Economic insecurity due to unemployment is a serious menace to the health, morals, and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under the police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment. (Missouri Statutes).

The Division of Employment Security, through its director, is responsible for administration of job service, labor market information, and unemployment insurance programs in the state.

Enabling Legislation

The Wagner-Peyser Act (Act of June 6, 1933 - 29 USC 49 et seq.) as amended, provides the initial legislative basis for the establishment of the United States Employment Service and its affiliated State employment services.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 first went into effect January 1937.

The Division

Costs of operating the Division and the major part of its program costs are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers are defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.

At the close of the fiscal year on June 30, 1985, Missouri's Employment Security Program, with its predecessors, ended its fifty-second year of operation.

The objectives of the program are three-fold. They are:

(1) to find employment for the unemployed.

(2) to collect taxes (officially called contributions) from employers in order to build up a fund to provide unemployment insurance payments for persons unemployed through no fault of their own, and

(3) to pay unemployment insurance (officially called benefits) to those who are eligible under the law and are unemployed through no fault of their own.

To provide employment services and unemployment insurance services, 48 Division of Employment Security local offices were in operation throughout the State in fiscal year 1985.

To accomplish the Division's essential work, computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Included in economic data produced by the Division for the state and for use in national labor market estimates are: regular statewide and area estimates of the labor force, employment, unemployment, hours worked, earnings and labor turnover, resident labor market information used in Job Training Partnership Act (JTPA), and occupation information

As of June 30, 1985, the Division had a total of 1,831 employees. There were 1,624 permanent, and 207 temporary. Of the permanent staff, 698 were assigned to the central office and 926 to the local offices throughout the state. Temporary personnel totaled 10 in the central office and 197 in local offices.

The Labor Market Environment

FY 1985 was a year of slowing economic growth, but Missouri employment and unemployment conditions continued to improve during the year. The state's average unemployment rate for the year dropped to 7 percent, the lowest since FY 1980.

The economic recovery which had been propelling the economy upward at a rapid pace since late 1982 seemed to lose steam as it entered its third year. Indeed, economic growth, as measured by inflation-adjusted gross national product, virtually came to a halt in the first quarter of calendar year 1985. Although GNP bounced back somewhat in the final quarter of the fiscal year, its level was only about 2 percent higher at the end of FY 1985 than it had been at the end of FY 1984. Comparable growth for the previous fiscal year had been about 7.5 percent, an exceptionally rapid rate.

With this slowing in economic growth came a slowing in employment growth. Although national total employment was higher, on average, in FY 1985 than in the previous fiscal year, the growth had tapered off during the year. Toward the middle of the fiscal year, growth resumed again (but at slower rates than at the peak of the recovery) before receding somewhat at year end.

Missouri total employment had begun to show slowing growth toward the end of FY 1984. This relatively slow growth continued into the beginning of FY 1985, but by the end of the fiscal year, growth had resumed. Average employment for the fiscal year was about 62,000 above the previous fiscal year average, a gain of 2.8 percent.

A similar comparison can be made using fiscal year average data for nonfarm payroll employment, with the average number of nonfarm payroll jobs in FY 1985 having been about 52,000, or 2.7 percent greater than the previous fiscal year average. Year-end data show that the month-to-month rate of growth had slowed during FY 1985, with payroll employment at the end of 1985 being only about 21,000 higher than at the end of FY 1984.

DIVISION OF EMPLOYMENT SECURITY

Unemployment was also substantially lower, on average, during FY 1985 than in previous FY, but as in the case of the employment figures, month-to-month changes within the fiscal year were small. The number of unemployed Missourians averaged about 167,000 in the year, down 14.5 percent from the FY 1984 average of 196,000. The average unemployment rate in FY 1985, was 7.0 percent, 1.3 percentage points lower than the previous year and the lowest fiscal year average since 1980.

LABOR MARKET DATA — FISCAL YEAR 1985

				Change Between Fiscal Years	
	FY 1985	FY 1984	FY 1983	FY 1984-85	FY 1983-84
Civilian Labor Force	2,400,000	2,367,000	2,324,000	+33,000	+43,000
Total Employment	2,233,000	2,171,000	2,086,000	+62,000	+85,000
Unemployment	167,000	196,000	238,000	-29,000	-42,000
Rate	7.0%	8.3%	10.2%	-1.3	-1.9
Nonagricultural Wage and Salary Employment	2,030,000	1,978,000	1,915,000	+52,000	+63,000
Manufacturing	432,000	422,000	399,000	+10,000	+23,000
Nonmanufacturing	1,598,000	1,558,000	1,516,000	+40,000	+42,000

APPEALS

The Missouri Employment Security Law provides for appeals from deputies' determinations concerning unemployment insurance benefits and employer liability. After an appeal is filed, a trial-type hearing is conducted by an Appeals Referee who then renders a written decision. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During fiscal year 1985, the staff of 34 Appeals Referees and 44 support personnel dealt with 25,310 appeals. There were 24,951 unemployment insurance appeals involving individual claimants resolved by written decisions or orders, and 10 hearings were conducted which involved claimants who had filed claims against other states. In addition 39 cases involving 396 claimants unemployed as a result of labor disputes and 310 appeals concerning employer tax liability were heard and decided.

FIELD OPERATIONS

Field Operations exercises line authority over the local office managers in the administration of the Employment Security Job Service and Unemployment Insurance programs throughout the State.

The Operations provide liaison between technical specialists, program supervisors, and local office managers, and through coordinating efforts, functions in securing proper emphasis and attention for each program and activity.

An Employer Service Representative III position was established to coordinate the Employer Relations Program in the Southeast/Southwest Area reporting directly to the Central Office District IV Manager.

Two Branch Offices were opened, with Fort Leonard Wood being opened effective December 3, 1984, and served out of the Rolla Local Office; the Camdenton Branch Office opened effective January 2, 1985, being responsible to the Lebanon Local Office.

The Branson Office moved to new quarters on September 24, 1984, and the new address is 111 East Main Street in Branson.

The Sedalia Local Office is now providing placement service to Warrensburg residents on Tuesday and Thursday of each week at 600 North College Street.

UNEMPLOYMENT INSURANCE

Unemployment insurance (UI) programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers served to support the economy of the state by helping maintain the level of consumer puchasing power.

Eligible claimants can qualify for up to 26 weeks of unemployment compensation under the regular benefit program. During periods of high unemployment, the Extended Benefits (EB) program provides up to 13 more weeks of entitlement for the long-term unemployed who have exhausted all regular program entitlement and meet EB eligibility requirements. The Federal Supplemental Compensation (FSC) program is a temporary benefit program which began September 12, 1982. FSC provides some additional entitlement for claimants who have exhausted all

DIVISION OF EMPLOYMENT SECURITY

regular and EB entitlement. The length of FSC entitlement varies with the level of insured unemployment in the state.

Payments of benefits under the regular program are made from a trust Fund supported by a tax on the payrolls of contributing employers and the reimbursement of benefit charges by certain governmental and nonprofit employers who reimburse in lieu of paying taxes. No part of the unemployment tax is deducted from the worker's wages. Benefit payments under the EB program are made, in part, from the Trust Fund. Employers who reimburse in lieu of taxes reimburse the fund for all EB charges. Federal funds reimburse the Trust Fund for half of the other EB payments. Benefits paid under FSC are totally federally funded. Missouri also administers federally funded benefits programs for unemployed federal workers (UCFE) and separated military personnel (UCX).

TAX FUNCTIONS

The function of the Contributions Section of the Division is to insure that all employers are properly reporting their workers' wages and paying the correct tax on those wages.

An administrative staff in the Central Office in Jefferson City comprised of sixteen Contributions Deputies and twenty-eight Contributions Technicians make administrative determinations, after investigation, on any matter pertaining to an employer's liability to cover workers for unemployment insurance and pay taxes on the basis of such workers' earnings. These administrative determinations are appealable through the Division's appeals process and the State judicial system.

An account is maintained for each employer to which tax payments are credited and unemployment benefits paid to the employer's workers are charged. The employer's tax rate is based on the relationship of the account balance to the employer's average annual taxable payroll. A separate record kept of each worker's wages permits the prompt determination of benefit entitlement when a claim is filed.

During Fiscal Year 1985 the number of employers subject to the coverage provisions increased 2,806, from 112,456 to 115,262. There were 18,213 employers not previously covered who became subject to the provisions of the law and 15,407 who terminated coverage. The number of wage items (employees) reported per quarter rose from 2,117,960 to 2,212,970, reflecting some growth in the labor force.

In order to improve the accuracy of the Contributions functions, the Contributions Section is involved in a reorganization and improvement of its electronic data processing files. As this work progresses, the response time necessary to meet requests of the Department of Revenue, the Internal Revenue Service or employers should be greatly reduced.

Seventy-eight Field Auditors work out of the Division's local offices. The Auditors are in daily contact with the employers and attorneys relative to investigations of employer liability and collection of unemployment insurance taxes. The Auditors also assist employers in complying with the tax provisions of the law and handle tax enforcement problems and inform employers of their rights and responsibilities.

During FY 1985 the auditors in the performance of their duties made 44,925 reported contacts with employers, accountants and attorneys. In addition to securing delinquent contribution and wage reports and collecting delinquent taxes, the Auditors performed 4,713 audits. The Auditors found overreported tax in the amount of $102,450, underreported tax in the amount of $1,061,740, overreported taxable wages in the amount of $3,922,994 and underreported taxable wages in the amount of $35,543,258. The Auditors also found 12,926 workers covered under the law which employers failed to report.

BENEFITS

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim for benefits in one of the Division's local offices. The issues involving eligibility of a claimant and whether a disqualification is to be assessed are investigated and originally determined in the local offices by specially trained staff.

Under the Interstate Benefit Payment Plan which is subscribed to by all states, a worker can file a claim for benefits against any state in any local office in the United States, Canada, Puerto Rico, or the Virgin Islands. The state through which the claim is filed (the agent state accepting the claim) makes reports and supplies facts to the "liable" or paying state.

Missouri claimstakers accepted 24,239 initial claims for benefits against other states. Claimants filing from Missouri against other states claimed 197,380 weeks of benefits. Claims against Missouri, as liable state, numbered 23,664 initial claims and 159,943 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

Due to changes in the Law of the Missouri Department of Revenue, Chapter 143, RSMo, the Division of Employment Security entered into an agreement with the Department of Revenue for the interception of state income tax refund checks to individuals or employers who have outstanding debts with the Missouri Division of Employment Security.

The Benefits Section has intercepted $168,382 which has been applied towards the recouping of outstanding overpayments to claimants who claimed benefits fraudulently.

The Employer Contributions Section has intercepted $92,295 from employers who were delinquent in paying their contributions.

CONDITIONS

A person must have worked and earned certain qualifying wages to be entitled to any unemployment insurance benefits. During the fiscal year ended June 30, 1985, there were 56,519 people who filed claims and were not entitled to benefits because they had not met this initial requirement.

In addition to having sufficient wage credits, there are other conditions in the Missouri Employment Security Law which a claimant must meet in order to qualify for benefits. The first pertains to the reason for the claimant's job separation or refusal of

DIVISION OF EMPLOYMENT SECURITY

suitable work, and the second to eligibility during the claim period. Issues affecting eligibility can be raised by the claimant's former employers or through information secured from the claimant when the claim is filed. Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the facts involved in accordance with the requirements of the law. Determinations were made on 169,709 disputed claims filed under the Regular, EB and FSC benefit programs. The claimant was disqualifed or denied benefits for one or more weeks in 121,207 of these cases.

Voluntarily leaving a job without good cause attributed to the work or the employer was the primary reason for denial. In voluntary quit cases, the claimant is required to earn wages equal to ten times the weekly benefit amount to remove the disqualification. The same penalty applies if a claimant refuses suitable work without good cause. Misconduct connected with the work was another major reason for denial. The penalty for individuals discharged for misconduct connected with work is denial for one to sixteen weeks, depending on the seriousness of the act. In cases of aggravated misconduct, all or part of the wage credits earned with the employer involved can be canceled.

Other issues for which a claimant may be denied benefits for one or more weeks are failure to actively seek work, unavailability for work because of health or other reasons, unemployment resulting from a labor dispute, and receipt of pensions. Many claimants were denied benefits or received reduced benefits because of earnings or other remuneration.

OMNIBUS BUDGET RECONCILIATION ACT

The Omnibus Budget Reconciliation Act of 1981 was enacted August 13, 1981 as Public Law 97-35. This revision of the Social Security Act authorized the collection of Delinquent Child Support payments through the withholding of unemployment insurance benefits. The passage of House Bill 1521 authorized this procedure in Missouri. The law provides for deduction of unemployment insurance benefits on a voluntary plan or garnishment of unemployment insurance benefits. During the fiscal year, $200,221 was deducted from unemployment insurance benefits for delinquent payments of court-ordered child support.

BENEFIT PAYMENT CONTROL PROGRAM

The Division conducts a benefit payment control program to detect and prevent improper payments. During fiscal year 1985, 12,573 cases of improper payment were detected, resulting in established overpayments amounting to $2,714,299 for all benefit programs.

During the same period, unemployment insurance benefits paid under all programs administered by the Division amounted to $195,818,398. The percentage of benefits overpaid was 1.4 percent.

The primary means of overpayment detection is a quarterly crossmatch of employer wage reports with benefit payments. Crossmatch detected $1,346,747 in overpaid benefits. Missouri also conducts a "border crossmatch" with Kansas. Overpayments totalling $97,069 were detected by this audit process.

Collection of overpayments has a high priority in the benefit payment control program. During the fiscal year, the Division recovered $2,164,272 of the benefits improperly paid.

The special collections units in St. Louis, Kansas City and Jefferson City collected cash restitution of $786,149. The Jefferson City unit is responsible for collection activity for all areas not served by the St. Louis and Kansas City units.

SPECIAL COLLECTIONS

CASH RESTITUTION

Month	St. Louis	Kansas City	Jefferson City	Total
July 84	$ 28,560	$ 21,242	$ 11,137	$ 60,939
Aug.	38,330	24,464	13,048	75,842
Sept.	30,394	12,936	14,508	57,838
Oct.	38,786	15,637	17,712	72,135
Nov.	32,042	17,317	14,668	64,027
Dec.	36,424	15,367	13,733	65,524
Jan. 85	34,227	15,295	11,279	60,801
Feb.	31,904	13,749	13,293	58,946
Mar.	32,569	13,371	14,410	60,350
Apr.	34,625	20,017	17,814	72,456
May	31,248	19,091	17,229	67,568
June	35,407	19,290	15,026	69,723
TOTAL	$404,516	$207,776	$173,857	$786,149

JOB SERVICE

Through its network of Job Service offices, the Division of Employment Security has three purposes in its responsibility toward the citizens of Missouri:

(1) to provide the services needed by individuals to become employable and obtain employment;

(2) to provide employers with the best qualified applicants available in the community; and

(3) to provide eligible workers with an income during periods of involuntary unemployment.

The services provided include Job Placement and Employability services.

Missouri Job Service offices also cooperate with local governments and national and community agencies in promoting and administering special programs designed to provide job security, increase job opportunities, and facilitate full utilization of local area manpower.

JOB PLACEMENT

As the "end product", placement is the actual function of receiving and interviewing applicants, taking employer orders, listing job specifications, screening and referral of applicants, followed by verification of job placement. It is the objective of all Missouri Job Service Programs.

JOB BANK

Job Bank is one of the placement tools designed to distribute job

DIVISION OF EMPLOYMENT SECURITY

openings over a wide area by use of a network of CRT terminals linked by computer. Job openings containing employer occupational specifications are entered into the Job Bank system and are immediately available to all locations.

The St. Louis and Kansas City areas operate bi-state Job Banks. Six Illinois offices and five Kansas offices are included in the Missouri Job Bank system.

JOB MATCHING

Job Matching is another tool used in the placement process. Job Matching automates the selection process for applicants and/or job orders by use of the CRT terminal linked to a central computer.

The automated selection process utilizes the applicant occupational qualifications and preferences against the employer job specifications.

NATIONAL JOB BANK SYSTEM

In order to expand placement activities for manpower utilization beyond local, regional or state areas, information about specific employment opportunities is exchanged between state Job Services nationwide.

This interstate network of Employment Security offices facilitates close communication between offices for locating qualified applicants and desired job openings at the time they are needed.

EMPLOYER SERVICES

Personal contact with employers is maintained by 66 Employer Services Representatives (ESR) in 48 local offices. Information offered by the ESR includes explanation of services available from Job Service, such as placement (Job Bank, Order Taking, Selection, Referral, National Job Bank), Special Applicant Services (Minority, Veterans, Handicapped, Youth, Female and Older Workers), Counseling, Testing, Job Training Partnership Act, Targeted Jobs Tax Credit, Work Incentive Program, Job Corps, Trade Act Assistance Program, Labor Market Information and Affirmative Action Data. The local office manager and selected staff maintain the personal contact in the five offices that do not have an ESR assigned.

In addition to personal visits and telephone contacts, each local office conducts seminars on Job Service functions for employers in office administrative areas. These meetings are sponsored by the local Job Service Employer Committee.

All of the services are performed in order to serve the employer and the applicant more efficiently. The major focus is matching employer needs with qualified personnel.

INTERSTATE CLEARANCE SYSTEM

The Interstate Clearance System operating through a nationwide network of Local Job Service Offices provides service to employers by locating, selecting, and referring qualified workers from other areas when qualified workers are not available locally. Service is also provided applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. The Interstate Clearance System supplements other employment service activities by providing information about current labor area supply and demand.

JOB SERVICE EMPLOYER COMMITTEES (JSEC)

The purpose of Job Service Employer Committees (JSEC) is to significantly improve Employment Service operations at all levels.

This is accomplished by developing Job Service Employer Committees to audit, advise, and recommend changes to each local Job Service office manager. The managers in turn, work with and through their staffs to implement changes to improve the effectiveness of the worker delivery system.

By improving communications with the employer community and maintaining a statewide linkage, Job Service can be a more effective and efficient provider of employment services.

JSEC Committees have sponsored numerous meetings to discuss unemployment insurance, Targeted Jobs Tax Credit, Appeals, Contributions, and Job Training Partnership Act with employers during Fiscal Year 1985.

RURAL SERVICE

Rural Service attempts to provide a full range of employment opportunites to rural Missourians. Local and branch Job Service offices are located in rural areas of the State to serve rural people. These offices are not designated as rural or urban because they aim to serve all people and provide a full range of services.

All local office staff have been trained to deliver a full range of Job Service services to migrant and seasonal farmworkers, and to provide services to those migrant and seasonal farmworkers who seek our assistance as well as those whom we contact through outreach efforts.

Agricultural employers who hire year-round employees are assisted by the Job Service to find qualified workers through local, state and national computerized matching systems.

Primary seasonal crop activity is centered in the Bootheel area for spring vegetables and summer peaches and melons. Fall activity is centered around the Lexington and Waverly areas for apple harvesting.

TARGETED JOBS TAX CREDIT (TJTC)

The purpose of this program is to provide an advantage in the labor market for those people who have the most difficulty in obtaining employment. The Targeted Jobs Tax Credit (TJTC) program provides a federal income tax credit for employers who hire individuals from any of nine target groups within the work force: economically disadvantaged youth, Vietnam era veterans, ex-felons, Vocational Rehabilitation Referrals, cooperative education participants, supplementary security income recipients, general assistance recipients, aid to families with dependent children recipients, and summer youth employees.

TJTC is a cost-effective way of increasing private sector employment opportunities by offering tax-paying businesses a direct incentive to make more and better jobs available to the disadvantaged and to retain these workers in the critical first two years of employment.

DIVISION OF EMPLOYMENT SECURITY

The credit applies to wages paid to those employees who are certified by Employment Security, and is applicable for two full years. The credit amounts to 50 percent of the first $6,000 in wages the first year and 25 percent the second year. A new group, "Summer Youth", has been included for the 1983, 1984 and 1985 Fiscal Years, with a tax credit of 85 percent of the first $3,000 in wages paid for a maximum of 90 days, between May 1 and September 15.

During Fiscal Year 1985, a total of 14,650 individuals were certified in the State of Missouri.

The incorporation of TJTC as a part of the placement process has increased the effectiveness of the program resulting in additional job orders and placements.

ALIEN LABOR CERTIFICATION

The entire program of alien labor certification is strictly regulated by law -- from the filing of a request for a worker by the employer to the ultimate decision-making and the ensuing notification by the U.S. Department of Labor.

An alien who wishes to immigrate for the purpose of employment (instead of on another basis, such as close relationship to U.S. citizens) is not eligible to obtain a visa or legally enter the United States until the Department of Labor has determined and certified to the Department of State and to the Immigration and Naturalization Service that:

1. Qualifed United States workers are not available, and
2. Employment of the alien would not adversely affect the wages and working conditions of the workers in the United States who are similarly employed.

The Missouri Job Service is responsible for the processing of forms and any required documents or written contracts after they have been completed by the employer and/or the alien.

The Department of Labor forms used for requesting certification of an alien may be obtained at any Missouri Job Service local office, Immigration and Naturalization Service office, or from the Consulate in the foreign country where the alien claims residency.

SERVICES TO THE VETERAN

The Missouri Division of Employment Security will continue to provide preferential treatment for veterans in accordance with the mandate of Title 38 USC and 20 CFR Parts 652-653.

Local Veterans Employment Representatives (LVER's) and Disabled Veterans Representatives (DVR's) are specifically designated for veterans activities within the Division and assure performance standards for veterans are attained.

Assistance is provided to employers (and their subcontractors) who have Federal Contracts to meet the requirement of providing affirmative action in employment and advancement in employment for special disabled veterans and veterans of the Vietnam Era.

The Division offers a veterans on-the-job training program via the emergency Veterans Job Training Act (EVJTA). The program is operated jointly with the Veterans Administration and provides employers with 50% of the starting wage of employed, qualified veterans (up to $10,000).

Veterans Reemployment Rights is an aspect of veterans benefits with which the Division provides assistance to veterans.

Monitoring of all veterans services will be conducted by the State Veterans Program Supervisor as well as other Veterans Employment Service staff.

SERVICES TO THE HANDICAPPED

Extensive efforts, with sensitive acknowledgment of the needs of the Handicapped, are made by the agency to provide employers and the public with information concerning the contributions handicapped individuals make to the labor force and the economy.

Job Service participates with other state agencies in the Cooperative Agreement for Handicapped Job Seekers. This involves all facets of rehabilitation, training and placement efforts on behalf of the handicapped applicant. Job Service works in conjunction with the Governor's Committee on Employment of the Handicapped, local job fairs for handicapped individuals and National Employ the Handicapped Week. Each local office has a Handicap Specialist available to assist handicapped clients.

SERVICES TO THE OLDER WORKER

The local Job Service offices place special emphasis on providing the full range of employment services to applicants forty years of age or older.

This age group is not discriminated against in seeking employment or entering training programs. The Older Worker Specialist in each local office assists the older worker in overcoming barriers to employment.

Special job seeking skill training is offered to specially qualified applicants 55 years of age and over in eleven of our local offices. On-the-Job Training contracts are also available to employers who are able and willing to hire this special applicant group. These special services are possible through a contract with the Division of Manpower Planning.

Local observances of National Employ the Older Workers week is one of the many efforts undertaken to inform the public and especially employers of the capability of the older worker.

SERVICES TO YOUTH APPLICANTS

Staff are available in local Job Service offices to provide job development and referral assistance to applicants between the ages of 16 and 21 years of age.

Services are provided to in-school and out-of-school youth from high school, junior college and college settings. In addition to job development and referral, services include presentations on labor market information and career opportunities to students, teachers and community organizations, organizing and participating in job fairs and instruction in job seeking skills.

Under special contract with the Division of Manpower Planning through the Private Industry Council, Job Service has conducted summer youth programs in some areas of the State. Work experience, school to work transition, job seeking skills clubs and an in-school seminar on occupational exploration have been the special programs administered by Job Service.

Job development, referral and placement are the major focus of youth services.

DIVISION OF EMPLOYMENT SECURITY

SERVICES TO MINORITY APPLICANTS

The minority group program is designed to provide technical assistance to employers, applicants, and community groups to assure that effective employment services are made available to all groups. All Job Service operations and procedures are conducted within the full meaning and intent of state and federal Civil Rights Statutes.

The State Linkage Coordinator has the responsibility of maintaining cooperation between this Agency and the Office of Federal Contract Compliance for the purpose of assisting private sector employers in meeting equal employment opportunity obligations regarding employment of minorities.

COUNSELING

Employment counseling assistance is available for those job applicants desiring to evaluate their occupational goals and work search plans. Re-entrants to the labor market, and workers experiencing job changes because of technology or physical causes, as well as young workers, use the professional counseling services available in Job Service offices.

Individuals needing assistance may be referred by local office staff, by community agencies or may request counseling assistance themselves.

Counselors aid individuals in evaluating their interests, values and abilities as they relate to the world of work. Aptitude testing, labor market information and opportunities for training and education may be explored.

All larger Job Service offices have counseling services available. Counseling assistance is also available in Work Incentive Programs.

In several offices, counselors offer workshops in Job Seeking and Keeping Skills. The majority of the unemployed experience difficulties presenting themselves appropriately to employers, therefore, these workshops have proved to be of great value.

THE TRADE ACT OF 1974

The Trade Act of 1974 was enacted to provide assistance to workers separated from employment due to increased imports of goods and products. Job Service is responsible for assisting displaced workers in finding equivalent employment or, when necessary, to upgrade their skills through vocational or on-the-job training enabling them to obtain other suitable employment.

In addition to job placement and retraining services, job search and relocation allowances are available to eligible applicants to assist their efforts in seeking employment in an area outside their normal commuting distance and to relocate to such area if suitable employment is obtained.

FOOD STAMP PROGRAM

The Food Stamp Program was implemented under the Department of Agriculture, Food and Nutrition Service by an Act of Congress in 1964. The Act was amended in January 1971 to include the requirement of work registration for Food Stamp recipients. The Act was further amended in January 1981 to require Job Search as a part of the work registration process for able bodied individuals.

The work registration function is accomplished by a cooperative agreement between the Division of Family Services and the Division of Employment Security. The local Job Service office carries out the congressional intent of the work test by referral of employable Food Stamp recipients to suitable employment or training. In addition, many individuals are asked to do individual job search activity on their own if suitable job openings are not available.

JOB TRAINING PARTNERSHIP ACT (JTPA)

The Job Training Partnership Act of 1982 represents a commitment to establish programs to prepare youth and unskilled adults for entry into the labor force. Replacing the 1973 Comprehensive Employment and Training Act, the legislation operates through a locally based program delivery system to provide remedial education, training and employment assistance to low income and long-term unemployed youth and adults.

The Job Training Partnership Act enables the private and public sectors to equalize their authority over all aspects of local policy making, planning, administration and program operations. Private sector expertise, resources and support is utilized to tailor publicly financed training programs within the local economy. Decisions on how federal funds will be administered and managed are made at the local level with localities given maximum flexibility to decide the type and amount of program assistance to be provided using federal funds.

The Division of Employment Security operates a variety of contract programs in the Service Delivery Areas operated under the Job Training Partnership Act. Many of these contracts are extensions of responsibilities established beginning as early as 1962 under the Manpower Development and Training Act. In other cases, additional services have been provided on a contract basis to provide higher levels of service to significant target groups.

ON-THE-JOB TRAINING

The JTPA On-the-Job Training Program is a cost reimbursable program for employers in both the public and private sectors of the economy. The employer enters into a contractual agreement with the Division of Employment Security to provide employment and On-the-Job Training in specific occupations and pay wages as designated in the subcontract. As a result of the subcontract, the Division of Employment Security agrees to reimburse the subcontractor on a monthly basis for a portion of the cost incurred in training and supportive services, which are over and above those normally provided by the employer. Trainees are certified as eligible for the program by local offices of the Division of Employment Security.

JOB CORPS

Job Corps, celebrating its 21st anniversary this year still remains the nations' most successful employment training program offered to disadvantaged young people. Skill training, on the job training, GED Programs and various others serve an important role in the progress and success of Job Corps. Armed with such tools and more, the Job Corps network begins to mold a young, disadvantaged,

DIVISION OF EMPLOYMENT SECURITY

insufficiently educated, under employed or unemployed individual into a self-supporting productive tax-paying citizen.

The nations first center opened on January 6, 1965 at Lantz, Maryland. The system has evolved to include 106 residential centers in the United States and Puerto Rico providing basic education, vocational training, counseling, health care and other services to thousands of economically disadvantaged, (16 through 21 years of age) youth. Missouri Job Service enrolls approximately 1500 Missouri youth in Job Corps each year. The job placement rate as evidenced by 90 and 180 day follow-up has remained high at 84.5 percent for those who completed training. National statistics reflect that the average corpsmember stays 9 months and approximately 72 percent are completers.

Job Corps offers a wide range of vocational training; for example, in-health services - nurses aide to licensed practical nurse, EKG and Lab Technician; in building trades - union heavy equipment operator, carpentry, brick layer, cement finisher, painting and plastering; and others such as auto mechanics and welding. The list of business occupations include file clerk, stenographer, bookkeeper, cashier checker and the receptionist. A union taught program for railroad clerks is provided by the Brotherhood of Railroad and Airline Clerks (BRAC).

There are three residential centers in Missouri: The Mingo Job Corps Center near Puxico; the Excelsior Springs Job Corps Center at Excelsior Springs; and the St. Louis Job Corps Center in North St. Louis. In addition to these residential centers, there are three non-residential sites located in St. Louis, Kansas City and St. Joseph. All centers utilize an education program consisting of reading, mathematics, social studies and preparation for the general education development (GED) high school equivalency examinations. All enrollees receive instruction in general living skills, such as personal hygiene, grooming, getting along in the world of work and constructive use of leisure time.

WORK INCENTIVE PROGRAM

The Work Incentive (WIN) Program is an inter-agency program whose function is to provide employment and social services to enable recipients of Aid to Families with Dependent Children (AFDC) to move from welfare to work. The structure mandated to perform this function throughout the nation is a Department of Labor and Department of Health and Human Services partnership. In Missouri, WIN is administered jointly by the Division of Employment Security and the Division of Family Services.

A distinctive feature of the program is the provision of a combination of services designed to meet the needs of the individual and made available through joint efforts of the two agencies. This very often includes coordination and cooperation with a multiple of other employment and social services agencies in the community.

All applicants for and recipients of AFDC are required under provisions of the 1967 Amendments of Title IV of the Social Security Act to register with WIN, unless legally exempt. These legal exemptions include residents of counties not covered by the program. However, eligible AFDC recipients residing outside of the mandatory counties and those living in mandatory counties who are legally exempt may volunteer.

The current level of funding allows the WIN Program to operate on a mandatory basis in two geographic areas of the State which include St. Louis City and the eight-county bootheel area of Cape Girardeau, Scott, Mississippi, New Madrid, Pemiscot, Dunklin, Stoddard and Butler Counties. Forty percent of the State's AFDC population resides in these areas.

FEDERAL BONDING PROGRAM

The Employment and Training Administration of the Department of Labor provides fidelity bonding coverage to qualified job applicants who are unable to obtain coverage from regular commercial bonding companies, due to bad credit, police or prison records, which preclude their being covered.

The Division of Employment Security is designated as the sponsor and administrator of this program for the State of Missouri and the employer or job seeker may request bonding coverage by contacting any of the Job Service offices of the Division. Bonds may be written in multiples of $500; with an upper limit of $10,000 for exceptional cases where substantial losses will justify such high coverage. There is no cost to either the worker or the employer for this coverage for a period of up to 6 months, with a renewal of an additional 6 months.

APPRENTICESHIP INFORMATION CENTERS

The Apprenticeship Information Centers are located in Kansas City and St. Louis metropolitan areas and should be regarded as the coordinating point for the major portion of the Employment Service Apprenticeship activities. These Centers render service to all segments of the population, but have as their main objective the service to minorities, veterans and females.

The AIC areas of jurisdiction are primarily the metropolitan area where the Center is located, but in addition each Center serves as a source of information for approximately half of the State of Missouri.

With the increased emphasis on Apprenticeship training for youth and particularly for minorities and female applicants, the role of the AIC is becoming more important.

DIVISION OF EMPLOYMENT SECURITY

MISSOURI EMPLOYMENT AND EARNINGS
1984 ANNUAL AVERAGES

Industry Title	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NONAGRICULTURAL INDUSTRIES	2,014,700	NA	NA	NA
TOTAL MANUFACTURING	430,900	$377.14	40.5	$ 9.32
DURABLE GOODS	246,200	418.35	41.6	10.06
Lumber & Wood Products	10,500	234.16	38.9	6.03
Furniture & Fixtures	10,800	312.09	42.2	7.39
Stone, Clay & Glass Products	11,100	419.35	41.4	10.13
Primary Metal Industries	13,800	430.39	39.3	10.96
Fabricated Metal Products	28,000	386.41	41.2	9.39
Machinery except Electrical	32,300	400.13	40.4	9.90
Electrical/Electronic Equipment	50,200	364.55	40.8	8.95
Transportation Equipment	70,600	574.57	44.5	12.92
Instruments & Related Products	11,800	321.07	40.9	7.85
Miscellaneous Manufacturing Industries	7,100	263.67	39.2	6.73
NONDURABLE GOODS	184,700	325.69	39.1	8.33
Food & Kindred Products	44,600	391.02	41.4	9.45
Textile & Apparel	25,700	187.97	35.6	5.28
Paper & Allied Products	13,100	367.99	40.8	9.01
Printing & Publishing	39,400	371.94	38.5	9.66
Chemicals & Allied Products	28,800	441.63	41.6	10.62
Leather & Leather Products	19,700	188.41	35.3	5.34
Other Nondurable Goods	15,600	307.25	40.9	7.52
TOTAL NONMANUFACTURING	1,583,800	NA	NA	NA
Mining	6,000	NA	NA	NA
Construction	82,200	NA	NA	NA
Transportation & Public Utilities	133,900	NA	NA	NA
Wholesale & Retail Trade	480,400	NA	NA	NA
Finance, Insurance and Real Estate	113,800	NA	NA	NA
Services	434,800	NA	NA	NA
Government	332,800	NA	NA	NA

Prepared by the Missouri Division of Employment Security in cooperation with the U.S. Bureau of Labor Statistics. Estimates are based on monthly reports from cooperating establishments.

Data cover employees who worked or received pay for the payroll period which includes the 12th of the month. The data exclude the self-employed, volunteers, or unpaid family workers, and domestic workers. Payroll and hours data cover production and related workers in manufacturing.

UNEMPLOYMENT INSURANCE PROGRAMS

Fiscal Year	Average Monthly Number of Covered Workers	Covered Employers January 1 Each Year	Amount of Wages in Covered Employment		Average Weekly Wages Paid to Covered Workers	Average Contribution Rate	Total Contributions Collected [2]	Interest Earned on Reserve Fund	U I. Fund Balance on June 30th	Net Unemployment Insurance Payments [3]	Number of Weeks for Which Unemployment Insurance was Paid	Average Weekly Benefit Amount for Total Unemployment	Average Duration of Benefit Claims in Weeks
			Total	Taxable									
1938	537,677	9,001	$ 341,362,000	$ 341,362,000	$24.42	2.70	$24,352,801	$ 48,558	$24,401,359	[4]	[4]	[4]	[4]
1939	556,125	11,008	730,430,000	730,430,000	25.26	2.70	19,170,605	688.103	41,594,728	$2,665,339	325,308	$ 8.48	[1]
1940	539,379	12,018	708.673,000	708,673,000	25.27	2.70	19,605,934	1,132,914	55,669,580	6,663,997	793,811	8.99	[1]
1945	731,943	12,689	1,529,417,000	1,368,202,000	40.18	2.11	27,306,293	2,512,849	152,883,305	953,094	71,453	14.47	7.6
1950	762,570	16,880	2,220,225,000	1,805,488,000	55.99	1.29	23,326,625	3,998,342	185,376,937	25,214,622	1,535,947	17.14	11.2
1955	845,748	19,308	3,260,077,000	2,311,065,000	74.13	.75	16,237,338	4,902,265	202,242,090	32,573,400	1,615,715	21.43	12.4
1960	961,430	35,279	4,473,172,000	2,758,522,000	89.47	1.06	30,018,531	5,658,630	200,613.205	36,919,618	1,403,773	28.17	10.4
1965	1,026,723	37,701	5,697,383,836	3,185,021,131	106.71	1.36	43,246,467	7,363,458	223,937,139	33,915,676	1,081,469	33.63	10.6
1970	1,201,616	40,693	8,489,252,254	3,928,391,795	135.86	0.95	37,369,445	12,766,660	271,210,684	57,120,100	1,291,999	47.51	9.0
1971	1,175,921	41,754	8,854,753,699	3,698,840,662	144.81	1.05	38,983,509	13,606,641	239,863,498	83,583,445	1,784,726	49.23	12.5
1972	1,263,638	42,223	9,877,469,615	4,838,926,539	150.32	1.04	47,868,211	11,625,518	221,250,581	75,630,589	1,597,342	49.88	12.7
Extended benefits paid from January 1, 1972 to April 1, 1972							2,430,498			4,862,580	100,926	48.76	6.6
1973	1,414,286	79,327	11,319,959,216	5,504,356,000	153.92	1.09	64,813,510	11,024,477	224,609,998	72,460,998	1,433,000	53,15	12.2
1974	1,460,144	83,027	12,351,420,864	5,739,993,048	162.67	1.49	78,.34,035	12,410,568	234,214,223	81,500,146	1,549,067	55.02	11.1
1975	1,428,292	84,250	13,015,136,478	5,585,158,481	175.24	1.58	94,75. .962	14,091,176	157,525,649	177,862,312	3,052,909	61.19	12.9
Extended benefits paid from February 1, 1975 to June 30, 1975							7,010,599			14,814,059	257,337	56.05	7.2
1976	1,442,023	85,578	14,094,084,739	5,949,048,981	187.96	2.42	129,111,497	7,165,528	83,149,627	184,945,823	2,679,521	72.44	14.7
Extended benefits paid during fiscal year 1976							28,692,373			55,460,449	816,250	69.37	9.0
1977	1,497,019	86,208	15,687,256,437	6,392,732,774	201.52	2.63	175,960,071	3,753,137	98,396,706	147,662,549	2,187,515	73.61	12.4
Extended benefits paid during fiscal year 1977							15,827,439			32,408,796	480,469	69.49	8.5
1978	1,686,914	109,884	18,893,899,220	7,919,741,518	215.39	2.47	188,264,549	7,958,148	151,157,822	136,137,360	1,854,061	74.87	11.2
Extended benefits paid during fiscal year 1978							5,971,654			11,808,126	170,802	70.99	8.2
1979	1,870,019	108,432	22,353,943,294	9,196,605,277	229.88	2.32	225,502,535	11,377,366	254,810,516	132,966,550	1,808,995	76.51	10.4
1980	1,878,866	114,165	24,305,719,307	9,321,569,210	248.78	1.32	168,296,152	19,898,747	222,989,363	219,322,074	2,664,078	83.39	11.8
Extended benefits paid beginning June 1, 1980							2,300,000			3,227,325	43,778	79.08	2.5
1981	1,844,589	112,187	26,098,397,852	9,238,465,005	272.09	1.39	124,576,952	15,286,863	40,742,147	289,248,002	3,131,154	90.93	14.0
Extended benefits paid during fiscal year 1981							30,64_,000			63,796,647	763,251	87.51	9.1
1982	1,818,001	113,092	27,848,705,227	9,537,664,173	294.58	2.43	215,463,208	2,905,301	(40,480,610)	288,796,451	3,058,741	92.61	13.2
Extended benefits paid during fiscal year 1982							7,370,000			17,997,359	204,645	89.81	6.1
1983	1,795,214	113,971	29,005,406,392	9,805,041,909	310.71	2.77	289,260,296	0	(64,647,365)	313,477,568	3,202,729	93.93	14.4
Extended benefits paid during fiscal year 1983							170,000			653,037	1,145	88.89	2.8
1984	1,867,017	113,564	31,907,184,406	10,787,766,298	328.65	2.67	302,969,549	0	40,559,265	196,908,648	2,030,120	92.16	12.9
1985	1,945,000[5]	113,220	35,000,000,000[5]	11,400,000,000[5]	342.00[5]	2.62[5]	298,455,628	7,462,698	164,216,019	182,752,230	1,962,762	96.84	11.9

[1] Data not available

[2] Includes receipts from reimbursable accounts after January 1972, reimbursements from other states and combined wage claims reimbursements from the federal government with respect to the payments of extended benefits. Adjusted for refunds of contributions and for dishonored contributions checks.

[3] Includes disbursements to claimants of reimbursable accounts after January 1972 and disbursements to other states. Both state and federal shares of extended benefits are listed.

[4] Benefits first became payable in January 1939.

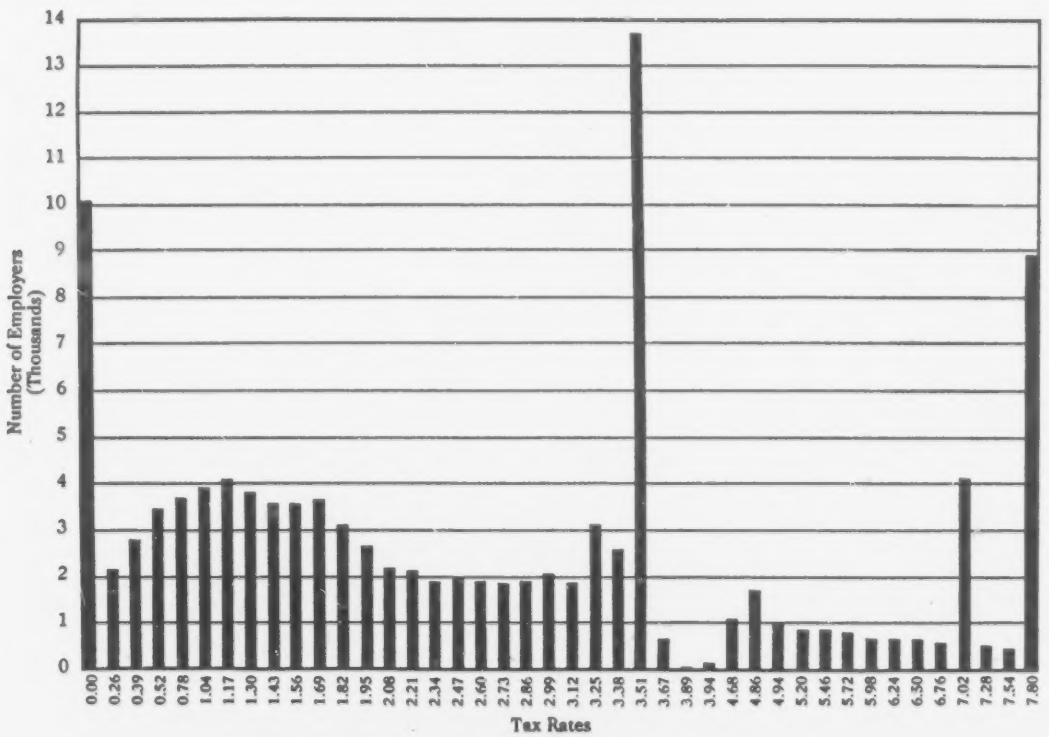
[5] Estimated from January 1 through June 30.

DIVISION OF EMPLOYMENT SECURITY

UNEMPLOYMENT COMPENSATION FUND
Fiscal Year 1985

Beginning Balance on Hand, July 1, 1984	$ 40,559,264.96
RECEIPTS	
Federal Supplemental Compensation Account	11,305,000.00
Federal Employees Compensation Account	4,159,000.00
Net Contributions Collected	289,345,268.12
Interest Credit by U.S. Treasury	7,462,697.54
Reed Bill Reimbursements	426,950.88
Reimburseable - State & Other Local Governments	3,001,791.89
Reimbursable - State Hospital & Higher Education	1,372,702.70
Reimbursable - Nonprofit Organizations	2,364,093.83
Regular Extended MA Portion	0.00
CWC Reimbursements	2,371,770.19
TOTAL RECEIPTS	$321,809,275.15
DISBURSEMENTS	
Federal Supplemental Compensation Account	$ 11,322,855.56
Federal Employees Compensation Account	4,108,245.56
Net Benefits Paid to Claimants	171,241,866.84
Reed Bill Disbursements	0.00
Reimbursable - State & Other Local Governments	$ 2,995,769.82
Reimbursable - State Hospital & Higher Education	1,373,082.97
Reimbursable - Nonprofit Organizations	2,432,293.44
Net Regular Extended Benefits - State Portion	(19,061.04)
Net Regular Extended Benefits - MA Portion	(11,748.09)
CWC Disbursements	4,709,216.55
TOTAL DISBURSEMENTS	$198,152,521.61
BALANCE ON HAND, June 30, 1985	$164,216,018.50
CASH BALANCE, June 30, 1985	
Clearing Account, Central Trust Bank Jefferson City, Missouri	63,716.79
Trust Fund Account, U.S. Treasury	$167,413,831.16
Benefit Payment Account Central Trust Bank Jefferson City, Missouri	$ (3,261,529.45)
	$164,216,018.50

EMPLOYERS BY CONTRIBUTION RATE
Calendar Year 1985 Rates



CONTRIBUTION RATES WERE COMPUTED FOR 111,023 EMPLOYERS
8,909 ineligible employers were assigned the rate 3.51.
3,601 ineligible and specially rated employers were assigned the rate 7.02.
1,642 special industry employers received the rate 4.86.

DIVISION OF EMPLOYMENT SECURITY

UNEMPLOYMENT INSURANCE CONTRIBUTIONS AND BENEFITS BY COUNTY OF RESIDENCE ALL PROGRAMS — FISCAL YEAR 1985

County of Residence	Net Employer Contributions*	Initial Claims**	Weeks Claimed	Weeks Paid	Amount of Benefit Payments*** State UI	Fed. Funds	Total
STATEWIDE	$288,758,365	498,636	2,655,027	2,050,082	$180,396,972	$15,421,426	$195,818,398
Adair	1,027,927	2,871	15,352	12,980	1,047,640	101,035	1,148,675
Andrew	187,957	1,038	5,652	4,424	391,475	21,358	412,833
Atchison	269,136	377	3,880	3,355	283,656	38,254	321,910
Audrain	1,316,351	3,019	17,260	14,660	1,302,803	55,666	1,358,469
Barry	1,349,916	3,165	11,507	7,632	594,897	30,776	625,673
Barton	420,959	1,520	3,633	2,283	184,411	11,338	195,749
Bates	362,626	1,093	6,459	4,457	388,560	17,518	406,078
Benton	324,773	1,290	6,860	4,865	390,374	39,714	430,088
Bollinger	217,483	3,325	11,413	9,413	694,750	37,874	732,624
Boone	4,428,180	5,177	34,811	26,764	2,403,916	176,900	2,580,816
Buchanan	5,126,912	9,639	55,273	43,487	3,722,505	289,699	4,012,204
Butler	1,767,629	5,689	30,440	23,887	1,863,464	221,787	2,085,251
Caldwell	167,008	477	2,929	2,313	193,850	20,967	214,817
Callaway	2,186,442	3,080	22,705	19,015	1,758,605	139,747	1,898,352
Camden	1,506,568	2,641	16,333	12,651	1,087,263	66,096	1,153,359
Cape Girardeau	3,577,675	6,954	29,680	22,757	1,873,443	115,580	1,989,023
Carroll	350,487	1,033	4,734	3,719	282,429	33,034	315,463
Carter	172,178	1,014	5,976	4,251	323,597	61,849	385,446
Cass	1,121,853	3,422	17,889	11,914	1,062,644	84,391	1,147,035
Cedar	344,199	1,668	7,863	5,738	431,517	33,750	465,267
Chariton	239,901	1,246	5,116	4,049	341,276	14,868	356,144
Christian	679,857	3,286	13,140	9,744	845,220	36,413	881,633
Clark	107,101	218	1,598	1,911	96,896	9,284	106,180
Clay	8,432,370	7,610	40,474	26,705	2,518,683	113,587	2,632,270
Clinton	331,146	943	6,615	5,063	443,304	30,207	473,511
Cole	3,024,284	4,800	29,382	24,115	2,160,706	156,101	2,316,807
Cooper	578,967	2,459	9,246	7,705	693,322	35,624	728,946
Crawford	536,658	3,305	15,196	12,588	1,011,737	58,641	1,070,378
Dade	138,750	1,023	3,274	2,249	194,821	14,660	209,481
Dallas	184,607	1,362	6,957	4,908	426,150	24,922	451,072
Daviess	160,143	632	3,239	2,648	205,879	21,679	227,558
DeKalb	168,119	562	3,402	2,744	232,825	14,480	247,305
Dent	369,675	2,215	11,746	9,821	726,857	91,970	818,827
Douglas	383,396	2,847	11,540	9,151	739,841	57,662	797,503
Dunklin	1,316,849	5,104	26,213	19,336	1,491,423	176,044	1,667,467
Franklin	3,582,769	11,571	49,224	38,510	3,338,007	225,256	3,563,263
Gasconade	703,110	3,275	10,639	8,508	702,715	29,514	732,229
Gentry	184,069	458	2,242	1,759	133,567	9,349	142,916
Greene	12,939,378	15,360	81,994	60,015	5,310,406	330,954	5,641,360
Grundy	485,415	1,117	4,937	3,858	288,850	26,246	315,096
Harrison	251,214	580	3,488	2,464	197,237	15,933	213,170
Henry	819,996	2,350	10,417	7,263	610,740	28,559	639,299
Hickory	67,884	483	3,289	2,382	202,380	25,823	228,203
Holt	186,652	433	2,526	1,971	164,740	18,156	182,896
Howard	244,319	1,421	5,449	4,531	404,848	15,451	420,299
Howell	1,436,969	6,684	26,649	19,491	1,491,246	129,344	1,620,590
Iron	600,846	2,058	15,842	13,921	1,136,554	161,119	1,297,673
Jackson	48,320,630	47,153	273,108	187,622	16,298,778	1,510,930	17,809,708
Jasper	5,531,203	9,317	44,652	31,874	2,722,591	164,624	2,887,215
Jefferson	3,471,456	16,001	87,871	71,157	6,473,062	440,127	6,913,189
Johnson	920,099	2,713	11,347	8,106	646,190	82,110	728,300
Knox	94,097	374	2,700	2,338	189,953	17,182	207,135
Laclede	1,485,357	6,435	25,398	20,144	1,654,597	95,052	1,749,649
Lafayette	775,155	2,395	12,361	9,823	867,017	56,884	923,901
Lawrence	852,851	3,316	14,690	10,487	866,689	60,200	926,889
Lewis	278,963	577	3,538	2,797	220,243	23,536	243,779
Lincoln	616,417	3,042	12,652	9,627	853,794	39,221	893,015
Linn	658,204	1,625	10,082	8,564	690,315	59,901	750,216

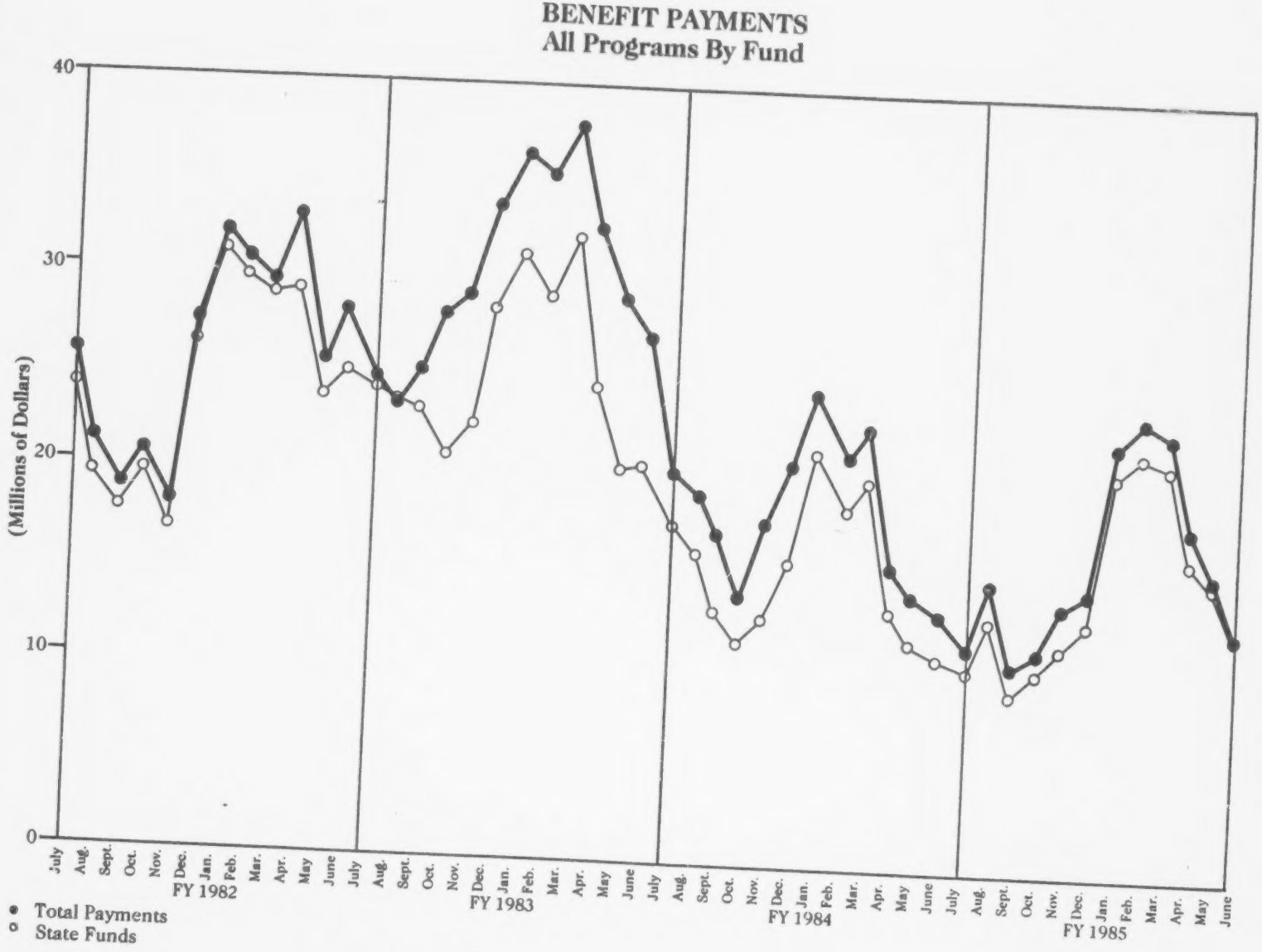
DIVISION OF EMPLOYMENT SECURITY

County of Residence	Net Employer Contributions*	Initial Claims**	Weeks Claimed	Weeks Paid	Amount of Benefit Payments*** State UI	Fed. Funds	Total
Livingston	685,649	1,453	7,901	6,463	521,028	42,886	563,914
McDonald	508,116	1,239	5,958	3,625	311,099	22,901	334,000
Macon	563,296	4,148	10,689	8,368	738,150	34,712	772,862
Madison	395,300	3,209	10,846	8,835	652,767	50,645	703,412
Maries	163,392	1,419	5,638	4,822	401,984	22,865	424,849
Marion	1,347,440	2,903	13,515	10,867	844,734	84,280	929,014
Mercer	57,536	199	1,442	988	82,795	6,009	88,804
Miller	1,079,715	3,175	20,094	16,763	1,429,370	106,604	1,535,974
Mississippi	678,347	3,480	13,702	10,823	800,639	68,950	869,589
Moniteau	431,102	2,133	10,722	9,179	825,823	33,603	859,426
Monroe	305,444	669	3,674	3,029	264,544	21,824	286,368
Montgomery	378,043	1,166	6,476	5,242	482,009	23,361	505,370
Morgan	468,604	2,255	10,984	8,849	723,720	49,895	773,615
New Madrid	1,217,241	2,652	16,459	12,992	1,050,031	107,134	1,157,165
Newton	1,704,257	4,080	17,742	11,930	1,046,736	55,404	1,102,140
Nodaway	618,136	1,076	5,817	4,525	398,128	27,018	425,146
Oregon	174,955	1,766	7,606	5,461	428,366	34,925	463,291
Osage	251,029	1,190	5,844	4,875	432,324	28,756	461,080
Ozark	165,358	890	5,743	3,379	258,110	27,979	286,089
Pemiscot	739,673	4,096	15,541	11,892	802,413	86,953	889,366
Perry	719,350	3,027	10,914	8,732	685,977	43,472	729,449
Pettis	1,976,621	4,866	23,095	18,044	1,448,707	95,929	1,544,636
Phelps	1,102,685	3,120	17,414	14,086	1,113,477	111,921	1,225,398
Pike	605,686	1,854	11,429	8,546	706,887	65,609	772,496
Platte	2,099,750	2,111	11,846	7,281	687,321	30,038	717,359
Polk	530,043	1,765	10,084	8,010	732,776	35,476	768,252
Pulaski	851,987	3,694	17,335	13,032	855,371	271,024	1,126,395
Putnam	108,234	378	2,172	1,714	126,512	12,660	139,172
Ralls	201,227	904	4,651	4,029	342,046	28,130	370,176
Randolph	1,192,061	3,000	13,363	10,870	950,754	59,928	1,010,682
Ray	357,720	1,464	7,854	6,077	560,664	25,131	585,795
Reynolds	221,344	848	6,986	6,040	506,685	57,658	564,343
Ripley	262,152	1,237	7,027	4,576	346,039	47,057	393,096
St. Charles	7,134,308	11,708	59,524	43,948	4,174,614	195,450	4,370,064
St. Clair	153,367	642	3,312	2,362	189,472	14,084	203,556
Ste. Genevieve	753,164	2,867	10,092	8,424	662,550	74,070	736,620
St. Francois	1,602,676	7,117	37,772	31,538	2,531,985	282,442	2,814,427
St. Louis City	41,092,459	43,443	297,674	235,732	18,607,779	2,630,871	21,238,650
St. Louis Co.	71,775,049	57,353	352,242	277,618	24,737,099	2,035,649	26,772,748
Saline	1,192,866	3,752	13,393	10,319	874,389	40,268	914,657
Schuyler	56,837	440	3,259	2,363	201,049	15,101	216,150
Scotland	130,735	250	1,708	1,379	121,947	3,725	125,672
Scott	1,617,719	5,626	27,255	21,275	1,696,526	158,035	1,854,561
Shannon	187,475	2,159	9,321	7,688	488,120	145,162	633,282
Shelby	199,387	905	3,170	2,686	230,137	10,546	240,683
Stoddard	1,410,110	6,466	24,444	19,617	1,487,732	132,672	1,620,404
Stone	739,198	2,837	17,075	14,188	1,158,356	72,077	1,230,433
Sullivan	214,367	657	3,126	2,426	191,265	21,899	213,164
Taney	1,273,457	4,042	26,832	22,313	1,789,508	107,100	1,896,608
Texas	843,779	7,645	29,204	24,579	1,864,813	138,169	2,002,982
Vernon	697,237	1,582	7,814	5,405	461,781	29,072	490,853
Warren	737,084	1,690	7,524	5,695	529,472	26,019	555,491
Washington	510,855	4,982	21,718	18,748	1,466,697	148,114	1,614,811
Wayne	362,478	2,704	11,911	9,730	689,073	107,015	796,088
Webster	649,909	3,321	14,044	10,714	912,998	46,608	959,606
Worth	49,471	145	937	811	70,436	4,466	74,902
Wright	709,261	5,348	19,571	16,182	1,215,060	64,985	1,280,045
Out-of-State	144,035	14,647	98,660	80,603	7,301,784	592,382	7,894,166
NEC	4,974,454				7,309,086	466,762	7,775,848

* Contributions due on calendar 1984 taxable payrolls; includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular, EB, FSC, federal employee, postal employee and military personnel benefit programs by source of funds.


BENEFIT PAYMENTS
All Programs By Fund
(Millions of Dollars)
40
30
20
10
0
July
Aug.
Sept.
Oct.
Nov.
Dec.
Jan.
Feb.
Mar.
Apr.
May
June
FY 1982
FY 1983
FY 1984
FY 1985
Total Payments
State Funds

DIVISION OF EMPLOYMENT SECURITY

JOB SERVICE ACTIVITIES
FISCAL YEAR 1985

Local Office	Job Openings Non Ag.	New App. Trans.	Non Ag. Referrals Trans.	Non Ag. Placements Trans.
STATEWIDE*	165,267	379,818	426,366	113,018
Blue Springs	1,657	3,930	5,448	1,279
Branson	2,694	4,388	5,231	1,781
Camdenton	777	1,477	1,614	455
Cape Girardeau	4,761	7,443	11,005	3,638
Cape Girardeau WIN	13	240	50	34
Carthage	1,163	2,076	3,081	1,011
Caruthersville	969	2,256	2,100	928
Caruthersville WIN	4	328	96	42
Chillicothe	2,139	4,130	5,453	1,599
Clinton	982	2,772	2,825	859
Columbia	4,394	7,767	12,882	2,727
Crestwood	5,069	13,134	9,422	2,696
Crystal City	1,508	7,015	3,988	1,153
Dexter	1,421	2,604	2,356	1,259
Ferguson	1,942	7,827	6,836	1,551
Flat River	2,048	8,021	5,577	1,644
Florissant	1,747	4,724	3,230	1,068
Fort Leonard Wood	576	1,664	974	260
Gladstone	9,899	13,836	27,087	6,883
Grandview	4,323	9,575	11,219	2,687
Hannibal	1,942	5,837	4,671	1,761
Independence	6,747	13,756	14,333	3,667
Jefferson City	4,182	8,637	8,647	2,937
Joplin	5,469	10,340	14,150	4,158
Kansas City	17,916	21,225	33,308	12,320
Kansas City South	4,036	10,981	13,555	2,456
Kennett	638	2,314	1,778	618
Kennett WIN	6	363	44	14
Kirksville	1,177	4,010	4,940	854
Lebanon	2,449	5,991	11,039	2,039
Lexington	833	2,727	3,907	798
Malden	887	2,173	1,888	854
Malden WIN	21	147	81	36
Marshall	2,090	3,327	6,977	1,719
Marshfield	413	2,041	2,223	467
Maryville	1,317	2,964	3,079	1,015
Mexico	1,291	3,741	3,808	944
Moberly	1,858	4,280	6,399	1,570
Monett	1,550	4,221	3,328	1,301
Nevada	1,267	2,660	3,385	864
Poplar Bluff	2,930	6,341	5,439	1,710
Poplar Bluff WIN	27	442	108	53
Rolla	2,660	6,899	8,958	2,119
St. Ann	8,488	14,717	14,638	3,515
St. Charles	6,107	25,587	10,337	2,649
St. Joseph	4,362	9,564	18,871	2,625
St. Louis	9,382	16,414	14,500	5,690
St. Louis North	2,395	12,405	8,944	1,751
St. Louis South	3,103	9,988	10,539	2,685
St. Louis WIN (City)	85	3,558	3,392	738
Sedalia	3,546	6,618	10,481	2,757
Sikeston	1,779	5,738	5,844	1,456
Sikeston WIN	45	1,012	97	65
Springfield	10,038	21,074	30,488	6,741
University City	2,929	6,387	6,756	1,472
Washington	1,883	9,699	10,743	1,823
West Plains	1,239	3,941	2,410	912

* Local Office figures do not add up to Statewide totals due to exclusion of some JTPA and Non-E.S. reporting locations.

COMMISSION ON THE STATUS OF WOMEN

Missouri became the ninth state to establish a statutory commission on the status of women when Senate Bill 261 was passed by the Seventy-fourth General Assembly. Effective since 1967, its purposes are to conduct research projects and make studies as to the legal status of women and to the equality or the inequality of opportunity afforded women in government, politics, education, business, professions, sciences, arts, and social services; and to encourage the advancement of women in these areas; utilize the reservoir of women's talents for the best interests of our communities and state; cooperate with other agencies, public and private, in securing such objectives; present an annual report to the governor and to the general assembly of its activities and findings and any suggested legislative or administrative changes which aid in accomplishing its objectives.

To improve the economic status of women, the commission reviews the development and design of training and employment programs to assure the inclusion of females. Such efforts serve to promote the Missouri economy through the fullest utilization of the skills of all persons. As a long term goal in meeting its basic statutory requirements, the commission reviews existing and proposed laws to assure the legislative and legal rights of women are represented.

The Missouri commission is a member of the National Association of Commissions for Women (NACW).

The NACW, a confederation of official state and local commissions on the status of women, serves to assist commissions in achieving their goals by presenting ways and means and procedures to be used to eliminate sex-based discrimination.

The part commissions are taking in eliminating sex-based discrimination continues to increase in scope and effectiveness. The initial efforts of most state and local commissions to research and publish reports on women's status are a far cry from the sophisticated and knowledgeable efforts now being exerted by the majority of commissions to bring about change in the economic and social fabric of the nation.

Many techniques for implementing commission objectives have emerged and improved over the past 16 years. In addition, many new national and countless local women's organizations have appeared and other organizations have focused their programs increasingly on "women's issues". The base of participation has widened dramatically as women in unions, business, education, and government; in rural and urban settings; in homemaking; volunteer; and women from every racial, ethnic, and religious group now share a common concern for the development and utilization of the female potential. As this growth has taken place, the need to work together in coalitions and to develop networks has become imperative. The interaction, cohesion, and mutually supportive activity of women's networks have created a significant force for change.

Commissions on the status of women have a unique opportunity and responsibility in this network. As public bodies, created either by the chief executive or the legislative branch of government, commissions have more immediate access to various public agencies, can speak with a certain authority, and have resources available that are very useful. Often, commissions provide leadership in bringing together disparate groups for a common purpose and serve as catalysts in stimulating concerted action. By staying currently informed of the various programs and products of the organizations within their jurisdictions, commissions are themselves resources; they can redirect their own efforts as necessary to complement and reenforce the total activity.

The 15 members, each appointed for a three year term by the director of the Department of Labor and Industrial Relations, are representative of a cross section of the citizenry. Members of the Commission on the Status of Women serve without salary.